



Stocktake of primary prevention initiatives in sexual violence and sexual harassment

Department of Social Services

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Definitions

Sexual violence

Sexual violence is sexual activity that happens where consent is not obtained or freely given. It occurs any time a person is forced, coerced or manipulated into any unwanted sexual activity, such as touching, sexual harassment and intimidation, forced marriage, trafficking for the purpose of sexual exploitation, sexual abuse, sexual assault and rape (Our Watch, 2015).

Sexual violence may include, but is not limited to coercion (persuasion by using force or threat), being forced to watch or engage in pornography, enforced prostitution, being made to have sex with other people, unwanted touching, non-consensual sharing of intimate images and physical force, rape, and sexual assault with implements (World Health Organisation (WHO), 2002).

Sexual violence may be interrelated with other forms of violence. Sexual violence may occur within current and former intimate partner and family relationships, and may also be a standalone form of violence outside of dating and marriage. Sexual violence can also contribute to reproductive coercion – behaviour that interferes with the autonomy of a person to make decisions about their reproductive health (WHO, 2002).

Sexual harassment

Sexual harassment is any unwelcome sexual advance, unwelcome request for sexual favours or other unwelcome conduct of a sexual nature which makes a person feel offended, humiliated and/or intimidated, where a reasonable person would anticipate that reaction in the circumstances (Australian Human Rights Commission (AHRC) 2020).

Sexual harassment includes but is not limited to indecent communication (unsolicited sexual images, comments, phone calls, text messages, emails or social media posts), indecent exposure and unwanted sexual touching (Australian Bureau of Statistics (ABS), 2017).

Primary prevention

Primary prevention aims to stop violence before it occurs by addressing the underlying drivers of violence and enhancing the protective factors against violence (Our Watch 2017). Primary prevention works with all people across all levels of society to change the social context in which violence against women is able to flourish.

Executive summary

Sexual violence and sexual harassment have devastating effects on individuals, families and communities.

Sexual violence is sexual activity where consent has not been obtained or freely given. It occurs whenever an individual is forced, manipulated or coerced into unwanted sexual activity. Sexual harassment is any unwelcome sexual advance, requests for sexual favours or conduct of an unwelcome sexual nature.

The Personal Safety Survey in 2016 found that one in five Australian women and one in 20 Australian men had experienced sexual violence since the age of 15 (ABS, 2017). The survey also found that one in two women, and one in four men had experienced sexual harassment during their lifetime.

The Fourth Action Plan of the *National Plan to Reduce Violence against Women and their children 2010-2022* (the Fourth Action Plan) makes clear that stopping sexual violence and sexual harassment before it occurs is a priority. Primary prevention initiatives have a key role to play in achieving this goal.

Primary prevention requires changing attitudes, behaviours and accepted systems that excuse, justify or encourage sexual violence and sexual harassment. Change must occur at the individual, interpersonal, community and societal levels to promote greater equality.

Supporting the continued growth of primary prevention initiatives across Australia is important to meeting the goals of the Fourth Action Plan and securing the safety and wellbeing of individuals and communities.

The Department of Social Services engaged Deloitte to undertake a stocktake of primary prevention initiatives in sexual violence and sexual harassment in Australia.

This report is based on research and consultation, including:

- 51 consultations with the sector including government and specialist non-government providers.
- a questionnaire of primary prevention initiatives, which included responses from 86 organisations about 166 initiatives occurring in various states and territories.
- a literature review of best practice and existing evaluations.

Across Australia, governments and specialist service providers are delivering innovative and powerful initiatives aimed at preventing sexual violence and sexual harassment. The stocktake identified over 315 initiatives that are currently being delivered across Australia. They include awareness raising campaigns, education and upskilling, policies and research. This is the first time a comprehensive stocktake of primary prevention in sexual violence and sexual harassment has been undertaken. The scale of the stocktake demonstrates a strong foundation, including some replicable evidence-based initiatives. While significant work is being done, there is recognition that this is an emerging discipline with a developing understanding of what practices are evidence-based. There is strong commitment to this work continuing and improving to create greater impact. The Fourth Action Plan and the work that is currently being undertaken is providing momentum for focus.

Overall, the stocktake found that primary prevention in sexual violence and sexual harassment tends to fall within broader frameworks around gender-based and domestic and family violence. While the drivers of violence are similar, there are different drivers and contexts in sexual violence and sexual harassment that warrant a focused and tailored approach in terms of primary prevention.

This report identifies gaps and opportunities in primary prevention initiatives that if addressed can make a significant contribution to preventing sexual violence and sexual harassment. These gaps and opportunities exist in the following focus areas:

1. addressing the drivers of sexual violence and sexual harassment
2. enhancing coverage of primary prevention initiatives
3. improving the approaches and strategies delivered
4. growing the maturity of the sector through evidence
5. supporting the sector and outcomes through funding

These gaps and opportunities are summarised in the table below. Governments have a significant role to play in developing robust and coordinated national and state policies and frameworks to drive momentum, inclusion, funding and research for primary prevention in sexual violence and sexual harassment.

Focus areas	Key gaps	Key opportunities
<p>Addressing the drivers</p> <p>Primary prevention initiatives should address the societal drivers of violence in an inclusive manner and address both risk and protective factors.</p>	<p>1. Primary prevention in sexual violence does not receive targeted focus: It is often combined with prevention in domestic and family violence or delivered through tertiary responses. Questionnaire results showed that out of 315 initiatives, 47 initiatives were specific to sexual violence, while 151 addressed both sexual violence and domestic and family violence. The specific drivers of sexual violence and sexual harassment risk going unaddressed if not targeted directly.</p> <p>2. The existing primary prevention framework is not inclusive of distinct experiences of sexual violence and sexual harassment: the four gendered drivers established by Our Watch, are not inclusive of specific risk factors or the multiple layers of discrimination experienced by distinct groups, such as racism, heterosexism, ableism or ageism. Questionnaire results show that 21% of initiatives specifically address issues of inequality or discrimination, other than gender inequality. These additional drivers create added vulnerabilities to sexual violence and sexual harassment that risk going unaddressed.</p> <p>3. Not all drivers of sexual violence and sexual harassment are given equal priority to create change: The actions for combating violence against women receive varied focus. There are limited programs which focus on male peer to peer relationships and male gender roles.</p> <p>4. Taboos and other sociocultural barriers inhibit open and necessary discussions on sexual violence and sexual harassment: Taboos and barriers around speaking about sex and the body are not being addressed. This inhibits the ability to address the drivers of sexual violence and sexual harassment through direct and specific communication. Addressing discomforts in the discussion of topics such as sex and the body is necessary to foster learning and dialogue about sexual violence.</p>	<p>1. Encouraging the provision of specific funding and a mandate for the primary prevention of sexual violence and sexual harassment, linked to a long-term vision.</p> <p>2. Reviewing and updating messaging and communications to be more inclusive of distinct communities by specifically addressing other drivers of sexual violence and sexual harassment such as intergenerational trauma and other forms of discrimination.</p> <p>3. Applying Our Watch's Change the Story framework with specific focus on the prevention of sexual violence and sexual harassment, by highlighting additional or reinforcing drivers of sexual violence and sexual harassment.</p> <p>4. Developing strategies and leadership to encourage age-appropriate, open discussion about the body and healthy sexual behaviours. Ensuring these strategies include supporting parents and older people to discuss sensitive topics, and the greater inclusion of men and boys in important conversations.</p>

Focus areas	Key gaps	Key opportunities
<p>Enhancing coverage</p> <p>Primary prevention initiatives should reach everyone across Australia at the individual, community and societal levels, while remaining relevant and targeted to certain groups.</p>	<p>1. Community needs in some states and remote areas are not being met: Some states and regions require greater support to deliver primary prevention initiatives in sexual violence and sexual harassment. Remote areas receive poorer coverage from initiatives than metropolitan and regional areas, particularly in areas where internet coverage is limited. Based on the stocktake of initiatives, only 59% of initiatives reached remote areas.</p> <p>2. The needs of distinct communities are not being met through mainstream initiatives and tailored approaches are limited: Distinct population groups are not adequately included in primary prevention initiatives despite being at higher risk of sexual violence and sexual harassment. There is greater focus on “mainstream” experiences of sexual violence and sexual harassment, which reflect the generalised experience. The stocktake found that less than 40% of initiatives were targeted to distinct groups. The unique contexts of sexual violence experienced by distinct populations often go unaddressed.</p> <p>3. Primary prevention requires greater attention on men and boys and on varying age groups: Whole of life, gender-diverse and LGBTIQ+ inclusive approaches are needed in primary prevention. Opportunities to engage younger children could be enhanced. Diverse families, carers, older generations, networks and community groups who serve as role models for young people would benefit from greater targeting. The stocktake results show that 8% of initiatives targeted potential perpetrators, while 12% targeted bystanders and 15% targeted potential victims. Stakeholders advised that there are few initiatives that specifically target men and boys.</p>	<p>1. Drawing on the stocktake of initiatives to inform the bespoke theory of change for sexual violence and sexual harassment prevention in Australia, currently being developed by La Trobe University.</p> <p>2. Encouraging the scale-up or replication of initiatives based on the theory of change that:¹</p> <ul style="list-style-type: none"> effectively target individuals across their whole life span, including young children, parents, men and boys effectively address the distinct contexts of sexual violence and sexual harassment experienced by distinct communities effectively target a broader spectrum of sectors and emerging contexts of sexual violence and sexual harassment. <p>3. Encouraging education about consent and sexual violence and sexual harassment as part of the core curriculum in schools across Australia, across multiple grades.</p>

¹ Noting, that further work is needed to establish the evidence base.

Focus areas	Key gaps	Key opportunities
	<p>4. A more comprehensive approach to primary prevention in sexual violence and sexual harassment in specific sectors and contexts can enhance the impact of primary prevention: Specific sectors that would benefit from a more cohesive approach are schools, faith-based communities, media and policing and legal professions. Greater attention on emerging contexts such as the online environment, and on reproductive coercion are also needed.</p>	

Focus areas	Key gaps	Key opportunities
<p>Improving approaches and strategies</p> <p>Methods for delivering primary prevention initiatives should be comprehensive, multifaceted, and influence norms, behaviours and structures at all levels of society. Initiatives should be delivered by a skilled workforce.</p>	<p>1. There is inconsistent delivery of initiatives across the individual, community and societal level, impacting the ability to effect change in attitudes, behaviours and systems: Initiatives must be delivered using a comprehensive suite of awareness raising, education, skills-based training, community engagement and mobilisation, system change, and data and monitoring initiatives, to effect change across the individual, relationship, community and societal domains of the ecological model (Hiese, 1998). Currently, awareness raising and upskilling the workforce are relied on as the preferred initiatives for delivering change. Mechanisms at the organisational and community level present significant gaps. Only 23% of initiatives were directed at the system and institutional level, while 32% were targeted at the community or organisational level. In contrast, 70% of initiatives targeted change at the individual relationship level.</p> <p>2. The current suite of initiatives consists of many short-term and one-off initiatives, which have limited ability to encourage long-term change: Research suggests that attitude, behaviour and system change cannot be achieved in the short-term and as one-off events. There are few initiatives which aim to change attitudes and behaviours over the long-term.</p> <p>3. The delivery of initiatives are not tailored to distinct groups and are therefore not meeting community needs: To be effective, greater targeting of initiatives for distinct populations are needed, including how and by whom they are delivered. Stakeholders advised that mechanisms, and particularly those for distinct groups, must be co-designed and community led. Community engagement, role modelling, healing and knowledge circles were identified as important approaches for delivering changes in attitudes and behaviours for distinct communities. Some stakeholders also spoke of the importance of engaging men and boys in the delivery of primary prevention.</p>	<p>1. Developing a long-term plan for primary prevention in sexual violence and sexual harassment that facilitates coordination, consistency and comprehensive delivery of mechanisms across the ecological model.</p> <p>2. Investing in new approaches to deliver and support a community of practice to share ideas and learnings.</p> <p>3. Encouraging the scaling up or replication of initiatives based on the theory of change which:²</p> <ul style="list-style-type: none"> • create behavioural change • can be delivered more regularly and over the longer-term • are relevant to distinct populations. <p>4. Supporting community led and co-designed initiatives for distinct communities.</p> <p>5. Developing a workforce strategy for identifying capability needs and upskilling the primary prevention workforce.</p>

² Noting, that further work is needed to establish the evidence base.

Focus areas	Key gaps	Key opportunities
	<p>4. Building a specialist workforce that delivers primary prevention is needed: Primary prevention requires specific skills. Many organisations deliver primary prevention as an 'extra' to their core work. That core work may be tertiary responses to sexual violence and sexual harassment or other work unrelated to prevention. This suggests there is a workforce capacity and capability gap in delivering primary prevention.</p>	

Focus areas	Key gaps	Key opportunities
<p>Growing in maturity</p> <p>Primary prevention initiatives should be based on evidence, have a consistent approach to monitoring, evaluating and improving, and are strengthened through collaboration and partnerships across the sector.</p>	<p>1. Low levels of evaluation and reliance on evidence-based frameworks: There are a very small number of initiatives that have been evaluated, particularly independently, limiting the evidence base of best practice approaches in Australia. Few initiatives measure or target outcomes, due to difficulties in measurement of attitudes and behavioural change. The short-term nature of initiatives and funding are considered compounding factors relating to the difficulties of evaluation and outcome measurement. In the questionnaire, 36% of participants reported evaluating their initiatives, however this may include non-rigorous evaluations. Longer standing initiatives tended to be reviewed less frequently. Further, only 18% of participants reported using established frameworks or existing programs to support development of their initiatives. These included Our Watch's Change the Story framework and LOVE BiTES.</p> <p>2. Targeted policy and leadership for primary prevention in sexual violence and sexual harassment is needed to drive momentum: Continued leadership and momentum for change at a societal level in sexual violence and sexual harassment is needed. Stakeholders spoke about various commissions of inquiry leading change. Stakeholders noted that catalysts for change are yet to occur in sexual violence more specifically. Where commissions and inquiries are not available or realistic, specific policies and government directives play a role in leading change.</p> <p>3. Greater collaboration and co-design of community led initiatives are required: Stakeholders spoke about the need for greater collaboration and co-design in building and implementing policies and initiatives that are community led. Distinct groups asked for greater inclusion within existing forums and networks. Some stakeholders also advised that primary prevention activities must be co-designed by survivors of sexual abuse and sexual harassment as well as intended consumers.</p>	<p>1. Developing an approach for using attitudinal and behavioural outcomes-based targets, which may then be used to enable clear progress measurement and targeted funding mechanisms.</p> <p>2. Utilising existing national forums to foster collaboration among stakeholders across the sector, including distinct population groups.</p> <p>3. Developing a national strategy for data collection of sexual violence and sexual harassment behaviours, attitudes and knowledge. This data collection will enable the evaluation of initiatives and the targeting of funding.</p> <p>4. Utilising existing national forums that could coordinate and collaborate stakeholders across the sector, in a way that is inclusive of distinct population groups.</p>

Focus areas	Key gaps	Key opportunities
<p>Supportive funding</p> <p>Funding for primary prevention initiatives should be available, consistent and targeted to primary prevention.</p>	<p>1. Core funding specifically for primary prevention in sexual violence and sexual harassment is limited: Generally, initiatives receive small, discrete pieces of funding and rely heavily on government funding sources. There is limited longer-term funding, which constrains sustainable practices and the realisation of outcomes on attitude, behaviour and system changes.</p> <p>2. Funding for independent research and evaluation of primary prevention initiatives is limited: There is limited funding specifically for independent research, innovation and evaluation, as this is a new and emerging sector in Australia.</p>	<p>1. Developing coordinated, appropriate, and flexible core funding for primary prevention initiatives, while ensuring funding is not taken from secondary or tertiary initiatives.</p> <p>2. Encouraging other funding sources across government, private and community sectors to support primary prevention initiatives.</p> <p>3. Providing longer-term funding to support the sustainability of primary prevention initiatives, to build capacity in the sector and to support the evaluation of initiatives.</p> <p>4. Influencing research and evaluation funding bodies to improve the evidence base. For example, a structured component of initiative funding may be allocated for evaluation.</p>

1 Introduction

Sexual violence and sexual harassment are highly prevalent in Australia and have devastating effects on individuals, families, and communities.

Sexual violence remains unacceptably high in our society – while Australia has witnessed a decline in total violence since 2005, sexual violence statistics remain unchanged (ABS, 2017). Though sexual violence can affect all people, it disproportionately affects women. Along with domestic and family violence, sexual violence is one of the most pervasive forms of violence Australian women experience. The Personal Safety Survey in 2016 found that one in five Australian women and one in 20 Australian men had experienced sexual violence since the age of 15 (ABS, 2017).

Most women and children who experience sexual violence do so at the hands of men they know in private dwellings. In addition, people with a disability are 1.8 times more likely to experience sexual violence (Australian Institute of Health and Welfare (AIHW), 2019) and Aboriginal and Torres Strait Islander women experience violence at 3.1 times the rate of non-Indigenous women (Our Watch, 2018). Despite nearly 98% of Australians recognising violence against women and children as a crime, sexual violence persists (Department of Social Services, 2019).

Sexual harassment is a broader term encompassing all types of unwanted sexual attention, including sexual coercion and gender harassment. The Personal Safety Survey in 2016 found that one in two women, and one in four men had experienced sexual harassment during their lifetime (ABS, 2017).

Much of the focus on sexual harassment has been in the workplace. A 2018 national survey on sexual harassment in Australian workplaces found that hierarchical workplaces, male-dominated workplaces and client facing roles were associated with higher prevalence rates. Young people between 18 and 29 years were more likely than any other age group to have experienced workplace sexual harassment (AHRC, 2018). The risk of sexual harassment is also much higher for people who already experience higher rates of disadvantage and discrimination, with 52% of workers who identify as lesbian, gay, bisexual, transgender or intersex; 53% of Aboriginal or Torres Strait Islander workers; and 44% of workers with

disability indicating they were sexually harassed at work in the last five years (AHRC, 2018).

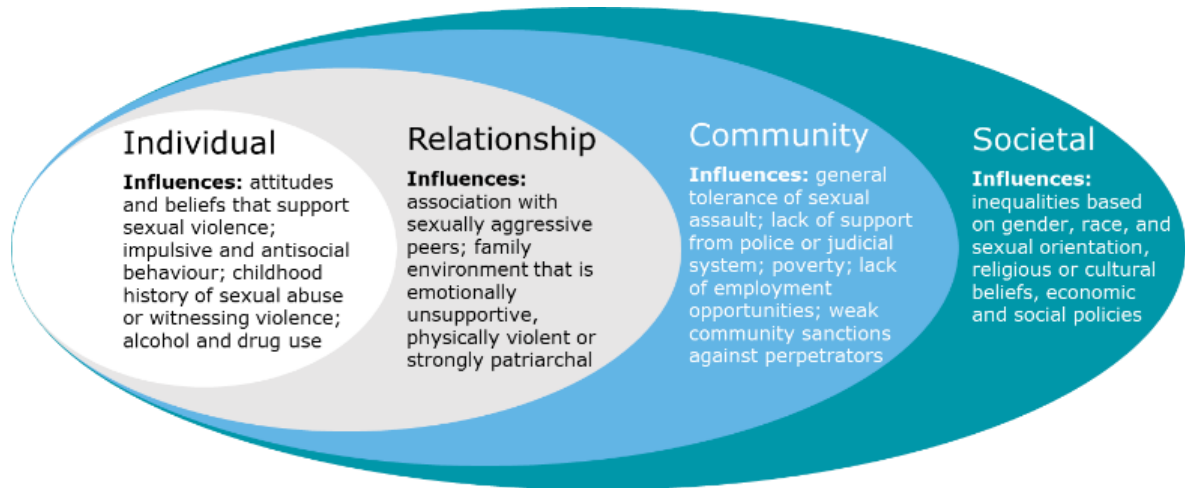
Sexual violence and sexual harassment are associated with poor mental and physical health outcomes. People with lived experience of sexual violence and / or sexual harassment may experience shame, fear, anger, and grief. Too many pay the ultimate cost, through death by suicide and shortened lives (Commonwealth, 2017).

1.1 Ecological model of sexual violence

Violence against women is often driven by numerous factors that interact with each other across the four levels of the social ecology.

Figure 1.1 shows that an individual's exposure to sexual violence is influenced by factors at the individual, interpersonal, community and societal level.

Figure 1.1: The ecological model of sexual violence



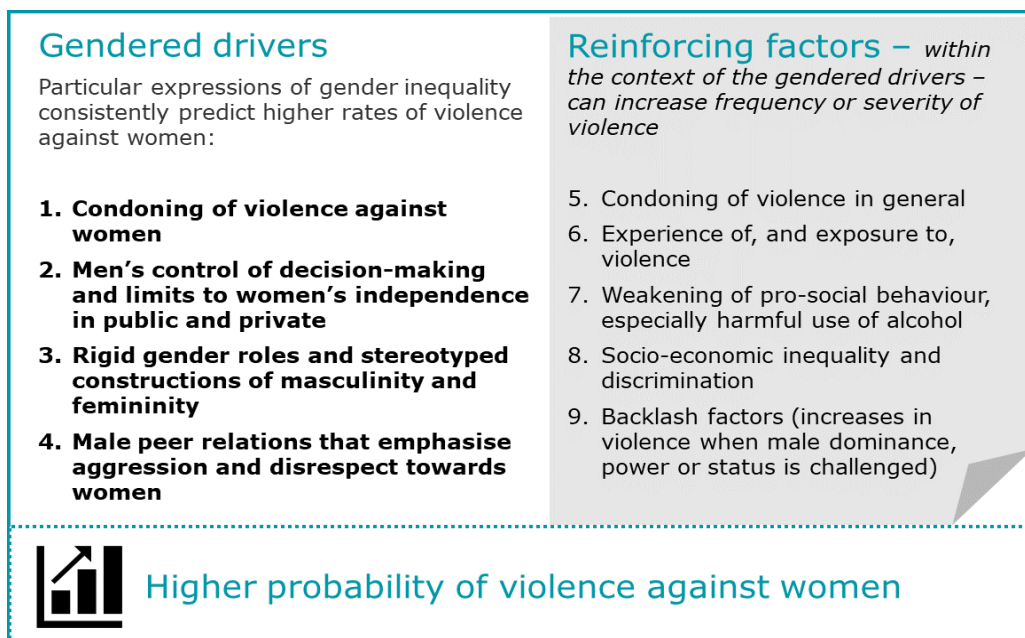
Source: Centre for Disease Control and Prevention (2004).

1.2 Drivers of violence

Our Watch's (2015) Change the Story framework notes that gender inequality is often at the centre of violence against women.

The gendered drivers and reinforcing factors that lead to a higher probability of violence against women are summarised in 1.2.

Figure 1.2: Gendered drivers and reinforcing factors of violence against women



Source: Our Watch (2015).

1.3 Distinct experiences of violence

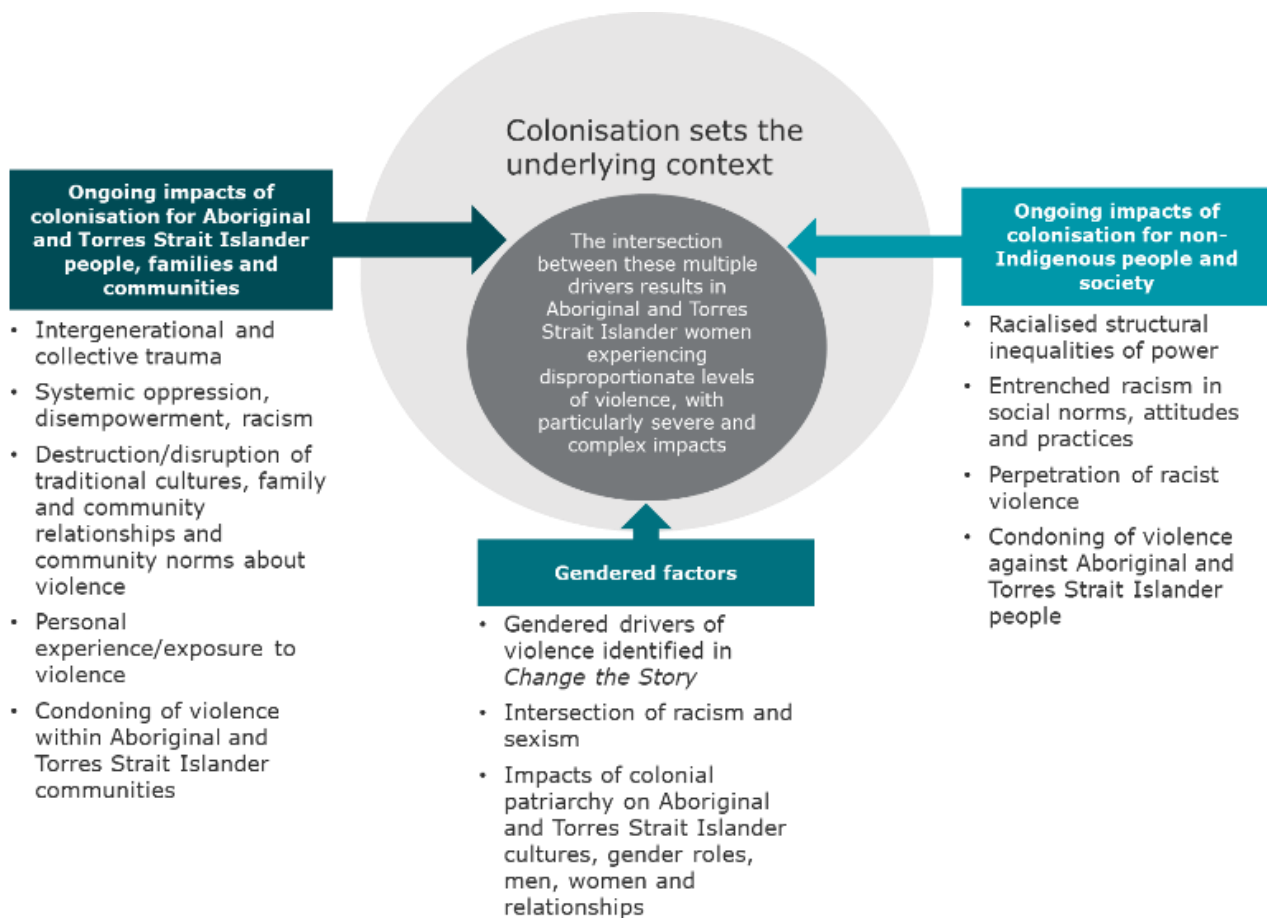
In addition, intersectionalities must be considered in the context of violence. For example, violence against lesbian, gay, bisexual, transgender and intersex communities may be driven by homophobia and transphobia (Equality Institute, 2018).

Changing the Picture: A national resource to support the prevention of violence against Aboriginal and Torres Strait Islander women and their children makes clear there is no single cause of violence against

Aboriginal and Torres Strait Islander women (Our Watch, 2018). This resource outlines three key drivers of violence (1.2):

- the ongoing impacts of colonisation for Aboriginal and Torres Strait Islander people
- the ongoing impacts of colonisation for non-Indigenous people and in Australian society
- gendered factors — both gender and inequality in a general sense, and specific gendered drivers of violence that are a consequence of colonisation.

Figure 1.3: The intersecting drivers of violence against Aboriginal and Torres Strait Islander women



Source: Our Watch (2018)

1.4 Primary prevention of sexual violence

Eliminating violence against women, including sexual violence, requires primary, secondary and tertiary prevention and response, across the entire ecological model. Currently, there is greater emphasis on the response to sexual violence. There is a need to balance response with prevention efforts, to stop sexual violence and sexual harassment before it occurs.

Primary prevention of sexual violence relies on a multipronged approach to address the root causes of sexual violence across the ecological model, rather than addressing the drivers in silos (Schneider and Hirsh, 2018). Primary prevention must leverage a number of delivery mechanisms, must be comprehensive, appropriately timed, positive, relevant, theory-driven and sufficient in duration, application and skill (De Gue et al., 2014).

Flood and Pease (2009) state effective primary prevention strategies focus on:

- a discrete, dynamic project aimed at changing norms maintaining sexual violence
- confronting attitudes and beliefs that directly and indirectly support sexual violence. This means challenging sexist and patriarchal attitudes through education and providing an alternative set of values and norms that champion gender equality
- adapting social structures and practices to promote evolving values and norms.

Within the Australian context, Our Watch identified five essential and five supporting actions to address the factors that drive and reinforce violence against women that are important in the primary prevention space (summarised in Table 1.1).

Table 1.1: Actions to address factors driving and reinforcing gender-based violence

Essential actions that address gendered drivers	Supporting actions to address reinforcing factors
Challenge condoning of violence against women	Challenge the normalisation of violence as an expression of masculinity or male dominance.
Promote women's independence and decision-making in public life and relationships	Prevent exposure to violence and support those affected to reduce its consequences
Foster positive personal identities and challenge gender stereotypes and roles	Address the intersections between social norms relating to alcohol and gender
Strengthen positive, equal and respectful relations between and among women and men, girls and boys	Reduce backlash by engaging men and boys in gender equality, building relationship skills and social connections
Promote and normalise gender equality in public and private life	Promote broader social equality and address structural discrimination and disadvantage

Source: Our Watch (2015).

1.5 Project objectives

The Department of Social Services engaged Deloitte to undertake a stocktake of primary prevention initiatives in sexual violence and sexual harassment in Australia. The purpose of the project is to identify the gaps in the sector, which will inform the direction of sexual violence and sexual harassment prevention going forward.

Specifically, the project aims to:

- identify and analyse domestic primary prevention activities relating to sexual harassment and sexual violence
- provide recommendations on primary prevention in sexual violence and sexual harassment
- reflect consultations with sexual violence sector representatives in findings and recommendations
- reflect desktop research on best practice in primary prevention for sexual violence and sexual harassment in findings and recommendations.

2 Methodology

The stocktake maps the current state of primary prevention initiatives in sexual violence and sexual harassment in Australia to identify gaps and opportunities to strengthen the sector.

Three broad questions guided the research.

1. What sexual violence and sexual harassment primary prevention initiatives are currently occurring in Australia? What is being delivered, where, to whom and how?
2. What constitutes best practice in sexual violence and sexual harassment primary prevention?
3. What opportunities are there to strengthen the implementation of primary prevention in sexual violence and sexual harassment in Australia?

2.1 Data collection

Information for the stocktake was gathered via:

- rapid review of the literature
- a questionnaire for service providers
- consultations with the sector.

A summary of sources is provided below.

2.1.1 Rapid review of the literature

A rapid review of the literature identified best practice in primary prevention in sexual violence and sexual harassment (See Appendix C).

Best practice informed findings on current gaps and opportunities by providing a vision of what primary prevention in sexual violence and sexual harassment should look like in the future.

2.1.2 Questionnaire for service providers

In order to gather detailed information on specific initiatives from service providers, a questionnaire was developed. The questionnaire was distributed to 147 respondents. These respondents were also able to redistribute the questionnaire to other organisations or members of their organisation to complete.

The stocktake identified 315 initiatives relating to primary prevention in sexual violence and sexual harassment across 184 organisations in Australia.

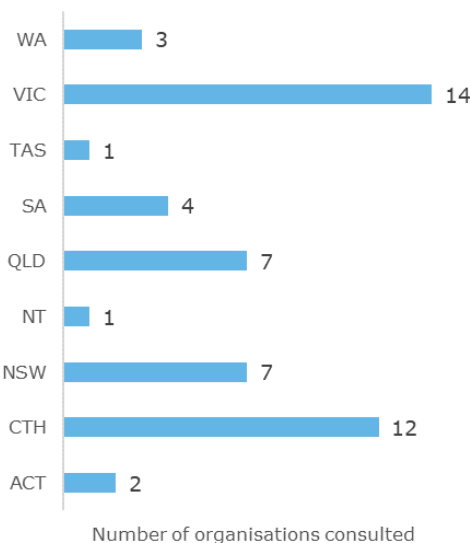
The full stocktake can be found in Chapter 8.

The stocktake does not include initiatives which were considered secondary or tertiary prevention, did not specifically mention sexual violence or sexual harassment, or initiatives with limited data.

2.1.3 Consultations

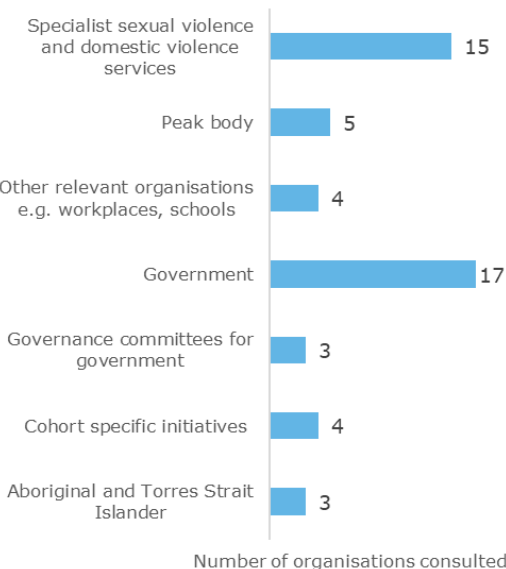
Deloitte contacted 126 organisations across Australia to participate in consultations. Consultations were then held with 51 organisations who responded, using both targeted interviews and focus groups. Chart 2.1 and Chart 2.2 show the distribution of consultations across jurisdiction and stakeholder types.

Chart 2.1: Consultations across jurisdictions



Source: Deloitte, 2020.

Chart 2.2: Consultations across organisation type



Source: Deloitte, 2020.

The full list of stakeholders consulted is available in Appendix A.

2.1 Framework for mapping initiatives

In order to categorise the initiatives and identify gaps for consideration, a mapping framework was developed. The framework contains five key areas for consideration and is illustrated in Figure 2.1. The mapping framework recognises that primary prevention in sexual violence and sexual harassment is complex and effective change relies on multiple factors.

Figure 2.1: Mapping framework for primary prevention initiatives in sexual violence and sexual harassment



Source: Deloitte, 2020.

- **Addressing the drivers:** the extent that primary prevention initiatives recognise and address the drivers of sexual violence and sexual harassment.

- **Enhancing coverage:** the extent that primary prevention initiatives reach the whole population and address the various settings and sectors in which sexual violence and sexual harassment can occur.
- **Improving approaches:** mapping the delivery of primary prevention initiatives across the ecological model in addition to understanding *how* they are delivered.
- **Growing maturity:** the extent that primary prevention initiatives are informed by evidence of what works and are continuously evaluated and improved.
- **Supportive funding:** the extent that primary prevention initiatives are funded in a manner that supports best practice.

2.2 Limitations

The stocktake may not capture all primary prevention initiatives across Australia due to data constraints. However, it captures the most significant and substantial initiatives as at July 2020.

The stocktake does not include:

- sexual harassment prevention policies and training within Australian workplaces
- secondary and tertiary prevention initiatives
- primary prevention activities that have no specific reference of sexual violence or sexual harassment.

2.3 Structure of this report

The rest of this report is structured as follows:

- **chapters 3 to 7:** summary of findings by the mapping framework
- **chapter 8:** detailed stocktake.

3 Addressing the drivers

Primary prevention initiatives should address the drivers of sexual violence and sexual harassment in an inclusive manner, and address both risk and protective factors.

- Prevention efforts should address the gender-related drivers of violence and harassment as identified in Our Watch (2015). These include the condoning of violence against women, men's control of decision making and limits to women's independence, gender roles and stereotypes and male peer relations that emphasise aggression and disrespect towards women.
- Prevention efforts should also address other drivers or risk and reinforcing factors associated with sexual violence and sexual harassment. These may include disparities in power (across multiple spectrums, including in the workplace), discrimination, trauma, intergenerational trauma resulting from racism and colonisation, norms regarding sexual consent and coercion, workplace and other cultures that tolerate harassment, notions of male sexual entitlement, unequal power relations, child maltreatment and parental conflict.
- Prevention efforts should consider sexual violence and sexual harassment in the context of broader forms of violence such as bullying and domestic and family violence.
- Prevention efforts should also enhance protective factors which lessen the likelihood of perpetration or victimisation. This includes the use of strength-based approaches to enhance healthy behaviours such as consensual and respectful relations, effective communication and prosocial bystander action.

3.1 Key gaps

3.1.1 Limited targeted focus

Primary prevention in sexual violence and sexual harassment does not receive a sufficiently targeted focus. It is often combined with prevention in domestic and family violence or added on to secondary or tertiary responses.

While the drivers and context of sexual violence, sexual harassment and domestic and family violence overlap, there is limited targeted focus on the specific drivers of sexual violence and sexual harassment. This means the specific drivers or risk factors may not

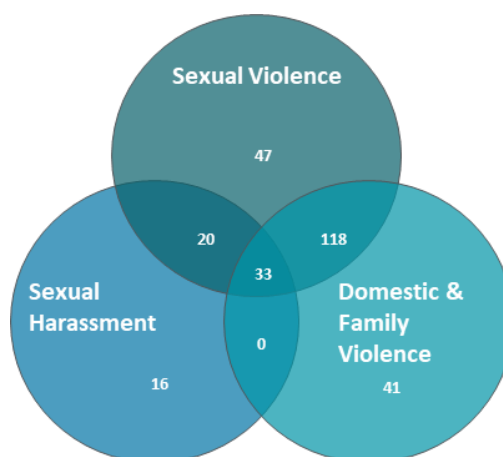
always be addressed. Specific drivers of sexual violence and sexual harassment, which may not be addressed by broader domestic and family violence prevention strategies, may include:

- sexist attitudes and misogyny
- male sexual entitlement
- norms regarding consent and coercion
- rape supportive peers, attitudes and norms
- workplace culture of incivility, which tolerates sexual harassment or protects high value workers who display inappropriate behaviours
- lack of awareness of the meaning of consent, or what constitutes sexual harassment or sexual violence

Figure 3.1 provides an illustration of the overlap of sexual violence, sexual harassment and domestic and family violence. It shows that of the 315 initiatives in the stocktake:

- 47 address sexual violence on its own
- 16 address sexual harassment on its own³
- 151 initiatives address both domestic and family violence and sexual violence.

Figure 3.1: Overlap of primary prevention initiatives with domestic and family violence



Source: N=313 Deloitte questionnaire, 2020.

Note: Only 275 respondents reported addressing the issues of 'sexual violence', 'sexual harassment', 'domestic and family violence' or a combination of the three; the remaining respondents only reported addressing gender inequality, or human rights more broadly.

³ Note, there are likely to be multiple organisation-level sexual harassment prevention initiatives, however these are not included in the stocktake.

Stakeholders advised that while sexual violence and broader domestic and family violence have overlapping drivers, there should be initiatives that target sexual violence in its own right. Such initiatives may focus on the body, sexual relationships, consent, and the unique contexts of sexual violence and sexual harassment.

Further, primary prevention is often undertaken by organisations that predominantly focus on secondary or tertiary activities. Several organisations in the stocktake are women's or domestic and sexual violence service providers (10-11%) or legal service providers (4%), which often also conduct secondary or tertiary prevention work such as outreach, counselling and legal support. Stakeholders noted that often resources were directed to secondary and tertiary activities, limiting the resources available to conduct primary prevention.

Stakeholders acknowledged the need to distinguish primary prevention from response work, while others emphasised that it should not be isolated from areas of expertise in secondary and tertiary prevention. Some tertiary prevention providers noted that they could use their reputation and history in the field to effectively deliver primary prevention.

3.1.2 Applying the existing primary prevention framework to better reflect diverse experiences

The four gender-related drivers of violence and harassment as identified in Our Watch (2015) are well understood and regarded. These drivers have provided a collective framework and language for primary prevention that has widespread appeal.

Some stakeholders commented that in applying and learning from the success of the framework, it has clarified that the four drivers do not sufficiently recognise the impact of multiple layers of discrimination and distinct risk factors experienced by different groups. Primary prevention needs to better respond to, and reflect, diverse experiences.

Discrimination and other additional drivers can isolate and disempower people in distinct groups, making them more vulnerable to violence. Disempowerment and discrimination can also provide opportunities and motivation for perpetrators to commit sexual violence and sexual harassment.

In consultations, stakeholders referenced examples of distinct drivers or risk factors of sexual violence experienced by their communities.

- **Aboriginal and Torres Strait Islander specialised services** spoke about the devastating effects of colonisation, racism and intergenerational trauma on their communities and

vulnerability to sexual violence and sexual harassment.

- **LGBTIQ specialised services** identified the impacts of homophobia, heterosexism and cisgenderism on sexual violence and sexual harassment.
- **Migrant specialised services** identified discrimination, experiences of upheaval and visa insecurity as driving factors of sexual violence and sexual harassment.
- **Disability and aging specialist providers** identified discrimination, isolation and desexualisation of their communities as contributing to vulnerabilities.

Specialist providers also referred to childhood experiences of trauma that may lead to harmful and problematic sexual behaviours, including sexual violence.

Stakeholders advised that these additional drivers were not adequately recognised in current primary prevention frameworks. They commented that there is a greater focus on mainstream drivers and experiences of sexual violence and sexual harassment.

The stocktake showed:

- 21% of initiatives address issues relating to other forms of inequality and discrimination specifically
- 17% of initiatives address issues relating to human rights
- of the 184 organisations captured in the stocktake, 11% were identified to be specific service providers for either Aboriginal and Torres Strait Islander communities, LGBTIQ+ communities or culturally and linguistically diverse communities.

3.1.3 Not all drivers get the required attention

The actions for combating violence against women received varied focus in initiatives. There are limited programs that address male peer to peer relations, male gender roles, and that promote women's independence.

The essential actions identified in the Our Watch primary prevention framework create a holistic approach for addressing the gendered drivers of sexual violence and sexual harassment.

Consultation identified that more work is needed to challenge rigid adherence to masculinity and male peer to peer relations that condone sexual violence and sexual harassment against women. It was also highlighted that there remains resistance towards talking about gender inequality. Engaging men and boys in the discussion is considered a relatively new, but essential approach.

The stocktake of initiatives reflected stakeholders' observations.

- Fewer initiatives focused on challenging gender stereotypes or promoting women's independence and decision making (Figure 3.2). The questionnaire showed that only 36% of initiatives sought to promote women's independence and decision making. Less than half challenged gender stereotypes and roles.
- Only 10% of initiatives were targeted to men, while 15% were targeted to women.

This suggests capacity to improve the engagement of men in the conversation.

Figure 3.2: Proportion of initiatives that focus on the drivers and actions to prevent violence



Source: N=288, Deloitte questionnaire, 2020.

Note: initiatives may address multiple of the above drivers of violence.

Ensuring coverage of initiatives across the gendered drivers, and ensuring men are involved in the conversation, is discussed further in Chapter 4.

3.1.4 Taboos and other barriers inhibit addressing the drivers

There are taboos and barriers around speaking about sex and the body that are not being addressed.

Current taboos about sexual violence, sexual harassment and the body prevent open and essential discussions about the drivers of sexual violence and sexual harassment.

In consultations, stakeholders suggested that sex and the body remain sensitive topics, or are even taboo, for children and young people and for distinct groups. Discussions about the body, sex, sexuality, sexual

violence and sexual harassment can prompt discomfort, shame, push back, defensiveness and even denial.

Sexuality education has a role to play in creating a dialogue and communication on issues relating to sex and the body. Although sexuality education does occur in education settings, it was recognised that it is not always effective and does not always specifically include the topics of sexual violence and sexual harassment. Stakeholders suggested that quality sexuality education can have a preventative effect.

Current taboos and barriers to speaking about sexual violence and sexual harassment can be reduced by:

- ensuring greater coverage of primary prevention initiatives across groups
- developing initiatives that seek to overcome barriers and taboos, that involve the right people in delivery.

Stakeholders noted the value of creating safe spaces for men to talk about sexual violence and sexual harassment without appearing ignorant or being penalised for their views (AHRC, 2018). In considering the coverage of initiatives, we identified parents and caregivers as a key target for primary prevention initiatives that address taboos due to their decision-making power over children and young people.

Using the right messaging and open discussions were suggested as ways to combat these barriers. We heard from some stakeholders who used language consultants to shape content in awareness raising initiatives. They tested initiatives with the intended audience prior to full delivery. Other stakeholders suggested that it is beneficial to have community events that are not specifically focused on domestic or sexual violence, to build trust, put people at ease, and so that people do not feel judged for attending.

Stakeholders from an LGBTIQ+ specialist service provided examples of how they developed messaging in a way that reduced stigma for their community but addressed the issue of consent. They stated that a positive sex culture within their community facilitated more open and frank discussions.

Addressing taboos and other barriers to open discussion may depend on who is delivering the initiatives. The importance of an effective primary prevention workforce is discussed in Section 4.1.3.3.

3.2 Key opportunities

There are opportunities to better address the drivers of sexual violence and sexual harassment by:

- encouraging the provision of specific funding and a mandate for the primary prevention of sexual

violence and sexual harassment, linked to a long-term vision

- reviewing and updating messaging and communications to be more inclusive of distinct communities by specifically addressing other drivers of sexual violence and sexual harassment such as intergenerational trauma and other forms of discrimination
- applying Our Watch's Change the Story framework with specific focus on the prevention of sexual

violence and sexual harassment, by highlighting additional or reinforcing drivers of sexual violence and sexual harassment

- developing strategies and leadership to encourage age-appropriate, open discussion about the body and healthy sexual behaviours. Ensuring these strategies include supporting parents and older people to discuss sensitive topics, and the greater inclusion of men and boys in important conversations.

4 Enhancing coverage

Primary prevention initiatives should be both universal and targeted, reaching everyone across Australia in various contexts and stages of life.

- Primary prevention initiatives should reach the whole population to ensure that all levels of society reinforce positive messages around gender equality, respect and consent.
- Prevention efforts should be delivered in multiple settings at various points in an individual's life.
- Initiatives should be relevant, accessible, tailored and appropriate for specific communities at an initiative level.
- Initiatives should be targeted to certain cohorts and communities, to complement universal strategies in ensuring coverage. Primary prevention initiatives should target groups that show heightened risks of perpetration or victimisation, have distinct risk factors for sexual violence, or are particularly likely to generate change. These include:
 - **children and young people:** as prevention at a young age, including from early childhood, can generate lasting change
 - **men and boys:** as men are more likely than women to be the perpetrators of sexual violence against women and girls
 - **women and girls:** to empower them and support their participation in healthy relationships and to recognise violent behaviour
 - **distinct populations:** to provide more specialised approaches for communities affected by multiple forms of discrimination and inequality.

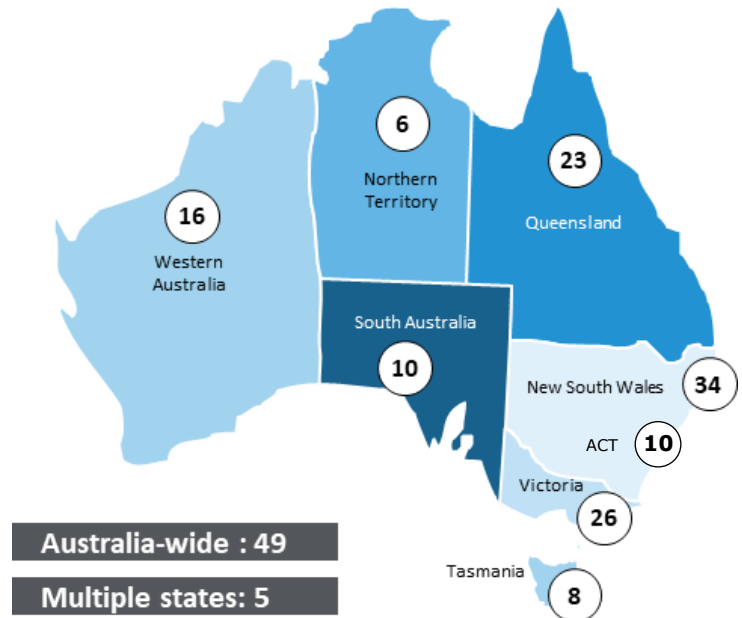
4.1 Key gaps

4.1.1 Community needs in certain areas are not being met

Some states and territories require greater support to deliver primary prevention initiatives in sexual violence and sexual harassment than others. While metropolitan and regional areas receive better coverage, initiatives in remote areas are more limited.

Gaps in geographical coverage of initiatives mean primary prevention outcomes are not reinforced across the whole population. This leaves individuals in certain areas at greater risk of sexual violence and sexual harassment.

Figure 4.1: Jurisdictions across Australia

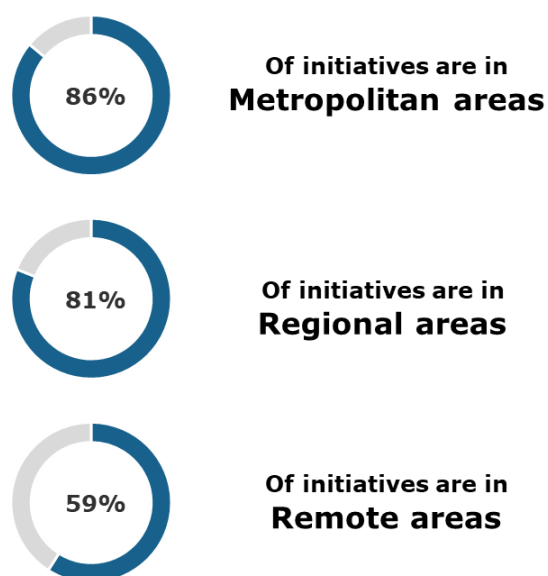


Source: N=187, Deloitte questionnaire, 2020.

Note: Total responses add to 197 as some initiatives are conducted across multiple jurisdictions.

The stocktake found there are more initiatives available for metropolitan or regional areas, relative to remote areas (Figure 4.2). Further, several initiatives are available online only, which may limit access for people in remote areas without internet access. In addition, people in regional or remote areas may be subject to isolation, which may impact on their access to primary prevention initiatives.

Figure 4.2: Coverage of initiatives across regional and remote Australia



Source: N=290, Deloitte questionnaire, 2020.

Stakeholders suggested that Western Australia and the Northern Territory have invested in developing the sector's capacity to address rural coverage gaps. Stakeholders accentuated the importance for the workforce in rural areas to have sufficient cultural knowledge, capabilities and skills to effectively address the drivers of sexual violence and sexual harassment in these communities. Greater attention to a whole of life and gender diverse approach is needed

Whole of life and gender-diverse approaches are needed in primary prevention. Opportunities to engage younger children could be enhanced. Diverse families, carers, older generations, networks and community groups who serve as role models for young people would benefit from greater targeting.

Taking a whole of life approach to primary prevention will ensure primary prevention is reinforced across the life span and between different groups. It also helps individuals to grow with primary prevention initiatives over time. For example, encouraging ethical behaviours and ideals at a young age will allow children to be more receptive to more complex sexual violence and sexual harassment campaigns later in life.

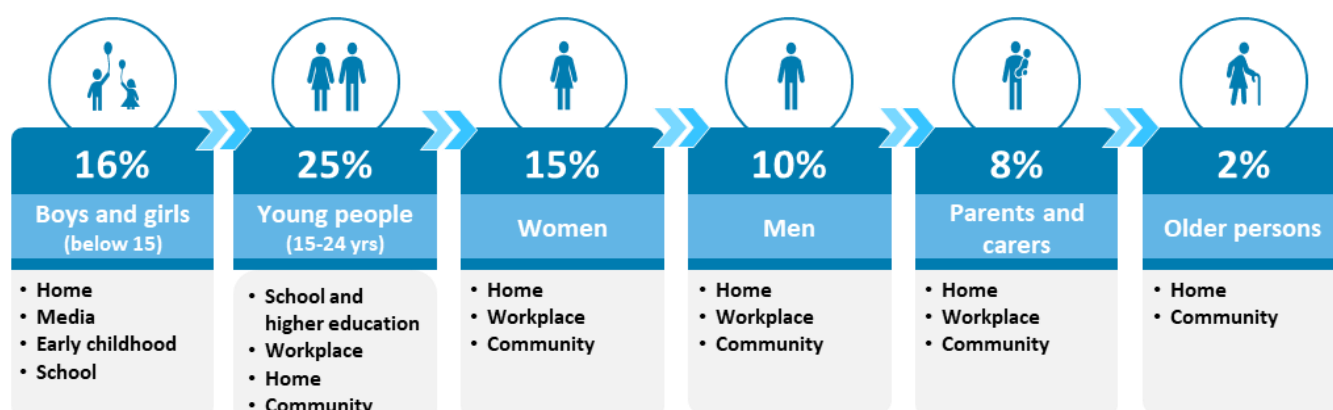
Based on the stocktake:

- there is less coverage in initiatives for men, parents and carers and older persons
- there is a relatively high proportion of initiatives for young people (primarily in school or tertiary settings), boys and girls (primarily in school settings) and women (Figure 4.3).

Stakeholders advised that a focus on younger children, and particularly boys, can have a significant impact on behaviours and attitudes before sexual maturity. It is therefore important to educate people of all ages, even from early childhood.

Parents and caregivers were identified by stakeholders as a key cohort for targeted initiatives. While having more initiatives targeted towards children and young people is important, there appears to be limited initiatives that reach older people, parents and carers. It is important for these groups to access primary prevention initiatives, as they often act as role models and decision makers for children and young people. Role models may include members of the community, particularly in contexts where individuals' families are absent.

Figure 4.3 The portion of initiatives that target certain life stages



Source: N=315, Deloitte questionnaire, 2020.

Note: Figures do not add to 100% as some initiatives may have targeted multiple stages of life, while others may have targeted none.

Despite evidence that sexual violence and sexual harassment is largely based on the gendered drivers of violence, the stocktake suggests that in prevention efforts:

- initiatives target women more than men
- initiatives target potential victims more than potential perpetrators (Figure 4.4).

Figure 4.4: The proportion of initiatives that target bystanders, victims and perpetrators



Source: N=315, Deloitte questionnaire, 2020.

Note: Figures do not add to 100% as some initiatives may have targeted multiple of the above, while others may have targeted none.

Based on the stocktake, very few initiatives (3%) are targeted *only* to men or boys. This insight reflects consultations, which identified a gap in the delivery of initiatives that target men and boys about male peer relations and attitudes. About half of the initiatives that target men and boys only are developed for Aboriginal and Torres Strait Islander men and boys by Aboriginal and Torres Strait Islander service providers.

Based on desktop research, there were several secondary and tertiary prevention initiatives targeting men at risk of perpetrating or following their perpetration of violence or harassment; however, these initiatives were not in scope for the stocktake.

4.1.2 The needs of distinct communities are not being met

Mainstream primary prevention initiatives do not adequately address the needs of distinct population groups. There is greater focus on “mainstream” experiences of sexual violence.

Many policy frameworks and primary prevention initiatives are focused towards generalised populations. While such initiatives may cater to certain groups, they are not sufficient to meet all groups’ needs. Likewise, they may not address the compounding effects of other forms of discrimination or inequality. In order to meet the needs of distinct groups, mainstream primary prevention initiatives need to be more inclusive and there should be specific initiatives that are tailored for distinct groups.

Mainstream initiatives should be inclusive and consider the experiences of distinct groups. Consultations highlighted that sexual violence and sexual harassment tends to manifest differently across distinct community groups, depending on context and setting. As noted in Chapter 3, the drivers of sexual violence and sexual harassment may also vary across distinct groups.

Different experiences of sexual violence and sexual harassment felt by specific groups were highlighted in consultations. For example:

- members of the LGBTIQ+ community provided examples of sexual coercion, such as using threats of being ‘outed’ as LGBTIQ+.
- migrants and refugees may experience sexual violence by those who have power or control over their visa situation. The National Inquiry into Sexual Harassment in Australian Workplaces identified migrant workers as particularly vulnerable due to their representation in temporary, casual, and non-standard forms of employment.
- female genital mutilation / cutting experienced by girls and young women in some culturally and linguistically distinct cultures were also raised as an issue of sexual violence.

There is a need for tailored prevention initiatives that are informed and implemented with recognition of the differences in how sexual violence and sexual harassment is perpetrated in different communities. This is discussed further in Chapter 5. Distinct groups, which may prefer tailored initiatives, include:

- culturally and linguistically diverse communities
- Aboriginal and Torres Strait Islander communities
- LGBTIQ+ communities
- people with disabilities
- older people.

The stocktake found that only a minority of initiatives specifically target distinct groups (Figure 4.55). People with disabilities and LGBTIQ+ communities are among the least targeted in the stocktake sample.

Figure 4.5: Initiatives targeting distinct groups



Source: N=315, Deloitte questionnaire, 2020.

Note: Figures do not add to 100% as some initiatives may have targeted multiple groups, while others may have targeted none.

Notably, only 6% of organisations target each of the groups represented in Figure 4.5. There are some (albeit a limited number of) mainstream organisations that specifically target these groups in their initiatives.

Most government organisations provide initiatives relevant to Aboriginal and Torres Strait Islanders. However, the majority of initiatives do not target any of the above groups in particular (62%).

While initiatives should be tailored and relevant for certain groups, stakeholders emphasised that initiatives should not result in stigmatisation.

Ensuring initiatives are targeted towards distinct groups has implications for the implementation, delivery and funding of initiatives, which is discussed further in Chapters 5 and 7.

4.1.3 A more comprehensive approach to primary prevention in sexual violence and sexual harassment in specific sectors and contexts

Primary prevention is limited in certain settings and sectors. Greater attention in emerging contexts such as the online environment, and other types of sexual violence is also needed.

The reach of primary prevention initiatives across various settings, sectors and contexts is important because these may be the settings where individuals:

- experience sexual violence and sexual harassment
- engage with primary prevention initiatives on sexual violence and sexual harassment.

Figure 4.3 provides an illustration of the various settings that individuals may encounter during their lifetime. In consultations and the questionnaire, gaps in primary prevention in these different settings and sectors emerge.

4.1.3.1 Settings for children and young people

Gaps and inconsistencies exist in the extent to which children and young people are engaged in initiatives.

It is important that children and young people are comprehensively targeted in primary prevention. Education and care settings were some of the most common settings targeted for primary prevention initiatives. While many initiatives are held in school settings, stakeholders noted gaps and inconsistencies in coverage.

- **Early childhood:** Research suggests that primary prevention in sexual violence and sexual harassment must commence in early childhood with age appropriate initiatives (Marson, 2019). The stocktake suggests that initiatives that teach equality in early childhood are only just emerging and are not consistently taught across the country.
- **School:** Research suggests that repetition and consistency is required to reinforce lessons in primary prevention. In relation to schools, stakeholders noted that respectful relationships education is not delivered uniformly across all states and territories or consistently repeated throughout school.
- **Higher education:** Universities and TAFES are engaging in increasingly more primary prevention initiatives directed at students and staff. However, some gaps in the delivery of these initiatives include a failure to engage with middle management, academics and international students. Further, many initiatives are delivered in residential colleges rather than broader university contexts.

Beyond education settings, primary prevention initiatives that seek to reach children and young people must also target parents and caregivers, sports clubs, youth groups, online platforms and social media, among others (Marson, 2019).

4.1.3.2 Sectors and industries

Stakeholders identified gaps in primary prevention in certain sectors, which is also reflected by data and the stocktake of initiatives.

Sectors and workplaces that are male dominated, have high levels of contact with customers, or have hierarchical workplace structures are considered more likely to experience sexual harassment (AHRC, 2020). Stakeholders also noted that organisations with power inequities, rigid hierarchies or condone bullying are more likely to result in sexual violence and sexual harassment, both in and outside of work.

Data from the 2018 National Survey on Sexual Harassment in Australian Workplaces found that sexual harassment was most prevalent in the following industries (AHRC, 2018):

- information, media and telecommunications
- arts and recreation services
- electricity, gas, water and waste services
- retail trade
- mining.

Stakeholders noted limited primary prevention coverage in the law enforcement community as a particularly important issue. As first and second responders to sexual violence, their behaviours and attitudes signal to the greater community the extent society condones violence against women. This was reflected in the stocktake data, where the legal and justice setting was one of the least commonly targeted sectors.⁴

Having the right people involved in sector and industry based primary prevention was highlighted by stakeholders. They raised the importance of community and business leaders to be professionally trained, engaged in and leading conversations about sexual violence and sexual harassment, in order to create change across the community. Workplace leaders play a crucial role in creating safe, respectful workplaces free of inappropriate behaviours and harassment (AHRC, 2020).

The stocktake found that several initiatives targeted employers (13%), employees (14%) and leaders or managers (14%). Further, government (26%), educators (21%) and businesses (18%) were the target of a greater number of initiatives.

According to the stocktake, education and care settings, followed by workplaces and organisations, and health and community services were the most

common settings for primary prevention initiatives (Figure 4.6). Fewer initiatives specified providing initiatives in the arts, popular culture, faith-based settings or public spaces.

Figure 4.6: Professionals and settings targeted



Source: N=271, Deloitte questionnaire, 2020.

4.1.3.3 Covering all contexts and types of sexual violence and sexual harassment

Certain forms of sexual violence and sexual harassment are going unaddressed or need greater attention in primary prevention initiatives.

In addition to the contexts of sexual violence and sexual harassment experienced by distinct groups, the online environment is a particularly important area requiring attention. In their submission to the National Inquiry into Sexual Harassment in Australian Workplaces, the eSafety Office emphasised that technology is a mechanism for the expression of existing forms of abuse, as well as facilitating new forms of abuse.

Stakeholders advised of issues associated with a teenage culture of sexting, which has the potential to lead to issues associated with revenge porn if the boundaries of ethical sexual behaviours and practices are not taught or understood.

Children's access to pornography online, which has the potential to reinforce exploitative, unethical and

⁴ See for example Victorian Equal Opportunity and Human Rights Commission independent review of Victoria Police (2015).

unhealthy violent sexual behaviour before they reach sexual maturity, was also raised in consultations. It was noted there are gaps in sexual violence primary prevention, in terms of addressing pornography and its impact on young people's beliefs and behaviour. Some initiatives are emerging, such as initiatives targeted to children and parents by the eSafety Office.

The digital and online environment is not only an issue for children and young people. The National Inquiry into Sexual Harassment in Australian Workplaces reported that the increased use of technology can blur the boundaries between work and personal life, enabling sexual harassment by colleagues to occur outside the workplace. Sexual harassment may involve the use of technology, including sexually explicit emails, SMS or social media, indecent phone calls, repeated or inappropriate advances online, or sharing or threatening to share intimate images or film without consent. The 2018 National Survey found that of people who said they experienced workplace sexual harassment in the last five years, 3% of people said this involved sexually explicit emails, text messages or social media communication (AHRC, 2020).

Stakeholders also highlighted other contexts of sexual violence and sexual harassment requiring additional

attention, including reproductive coercion, female genital mutilation / cutting, forced abortion, and denial of the use of contraception.

4.2 Key opportunities

There are opportunities to enhance the coverage of initiatives by:

- drawing on the stocktake of initiatives to inform the bespoke theory of change for sexual violence and sexual harassment prevention in Australia, currently being developed by La Trobe University
- encouraging the scale-up or replication of initiatives based on the theory of change that:⁵
 - effectively target individuals across their whole life span, including young children, parents, men and boys
 - effectively address the distinct contexts of sexual violence and sexual harassment experienced by distinct communities
 - effectively target a broader spectrum of sectors and emerging contexts of sexual violence and sexual harassment
- encouraging education about consent and sexual violence and sexual harassment as part of the core curriculum in schools across Australia, across multiple grades.

⁵ Noting, that further work is needed to establish the evidence base.

5 Improving approaches

Methods for delivering primary prevention initiatives should be comprehensive, multifaceted, and influence norms, behaviours and structures at all levels of society. Initiatives should be delivered by a skilled workforce.

- Mechanisms should be varied so that they influence norms, practices and structures at all levels of the ecological model.
- Prevention initiatives:
 - are comprehensive
 - are multi-faceted
 - use multiple strategies
 - are mutually reinforcing
 - are inclusive
 - engage society in varied ways, in varied settings at various times.
- Prevention initiatives are delivered with sufficient duration to produce change, using multiple modes of delivery and communication.
- Prevention initiatives are delivered by skilled and trained staff who are competent, committed, respectful and can connect effectively with participants. Practitioners have both content expertise and skills in participatory learning strategies.
- Initiatives are delivered by both professional presenters and peer educators, and both men and women are used to engage individuals in prevention.
- There are a sequenced mix of both mixed-sex and single-sex activities, while recognising the needs of the LGBTIQ+ community.

5.1 Key gaps

5.1.1 Inconsistent delivery across the ecological model

Primary prevention is delivered in a piecemeal fashion across the population rather than as a comprehensive suite of initiatives across the ecological model.

5.1.1.1 Inconsistent delivery of primary prevention initiatives

There should be a comprehensive suite of approaches to primary prevention. Based on the stocktake, some approaches are more common than others, while some have distinct settings or groups.

Stocktake data suggests that strengthening individual knowledge and skills through awareness raising, and educating providers are the most common approaches used in primary prevention for sexual violence and sexual harassment. There are fewer initiatives

captured which are focused on research, organisational policy and education (Chart 7.1). This could be partly due to organisations and stakeholders having different perspectives on what constitutes a primary prevention initiative. Consultations acknowledged a tendency to consider primary prevention activities as awareness raising or activities directed at individuals or groups.

Strengthening individual knowledge and skills is the most common approach used in primary prevention. There are awareness raising activities at the national level, state level and regional level in some areas. Awareness raising activities aim to either increase awareness of violence, increase awareness of healthy sexual behaviours such as consent, or encourage people to be an active bystander. Stakeholders identified that social media awareness campaigns are an effective tool in targeting behavioural change, as they are a cost-effective method of achieving large levels of engagement. The reach of these initiatives can be measured, with the number of engagements or views tracked across time and campaigns. However, it was also raised that different evaluation methods would be needed to demonstrate that engagement was resulting in behavioural change.

There are several community education initiatives across all jurisdictions, which are generally targeted towards younger people. These include healthy and respectful relationships, consent, bystander and legal education. Initiatives are primarily delivered face to face, but many consist of online resources such as fact sheets or videos.

Initiatives that focus on educating providers or upskilling the workforce are directed towards not only primary prevention workers, but also response workers, business employers and leaders, educators, social workers and carers – all of whom play a role in preventing sexual violence and sexual harassment.

The initiatives that involve fostering coalitions and networks generally involve private bodies who seek to influence government decision making. These groups often represent distinct groups through roundtables, conferences and discussion groups.

Initiatives that involve changing organisational practices tend to focus on gender equality in the workplace. There are many organisation-specific initiatives that seek to prevent sexual harassment in individual workplaces, which are not included in the stocktake.

Each state and territory have policies that target sexual violence and sexual harassment. However, in some states these policies overlap with broader domestic and family violence, gender equality or workplace equality policies, meaning they are non-specific to sexual violence and sexual harassment.

Further, while all states and territories are subject to the national legislation regarding sexual violence and sexual harassment, only some states and territories have state-specific legislation or regulation for these issues.

Many organisations' research seeks to influence policy decision making. This research may include data on prevalence of sexual violence or sexual harassment, attitudinal and behavioural surveys, or stakeholder views on topics such as barriers to prevention and victim experiences.

The intensity and delivery of initiatives will also influence the level of change in knowledge, attitudes and behaviours. Face-to-face delivery is the most common delivery method used in the sector, accounting for 64% of initiatives captured in the stocktake. This is followed by online delivery. Stakeholders suggested the internet is not being fully leveraged for primary prevention initiatives. The internet is an increasingly important setting to hold initiatives, as it allows for specific groups to be targeted through the platforms or apps they use regularly, where they may be more receptive to messaging. This is particularly the case in the context of COVID-19. On the other hand, stakeholders also told us that webinars are not sufficient on their own to create behavioural change.

5.1.1.2 Approaches across the ecological model

Approaches are required to address the drivers of sexual violence and sexual harassment across individual, interpersonal, community and societal contexts.

Sexual violence and sexual harassment are not driven by one context alone, but rather factors at many levels, and across all contexts. Delivering initiatives at all levels of the ecological model is essential.

The stocktake found that of 304 initiatives:

- 53% are conducted at the societal level; this includes general awareness raising, policy and regulation and workforce upskilling at the societal level
- 23% are conducted at the system and institutional level; there are more community engagement, policy and regulation, and research approaches used at the system level

- 32% are conducted at the community level; there are more organisational policies, education and workforce upskilling approaches used at the community and organisation level
- 70% are conducted at the individual and relationship level; the most common approaches are education and awareness raising.

While the stocktake suggests that many (53%) initiatives address norms and behaviours at the societal level, this contrasts existing evidence that suggests approaches at the societal level are often a gap. This may reflect the limitations of the questionnaire, whereby the organisations self-reported whether their initiative addressed this level of the ecological framework.

The stocktake also suggests that greater focus is needed on addressing the 'system and institutional' level of the ecological framework, including economic, legal and social institutions and policies that do not support gender equality. Further, more work may be needed in the 'organisation and community' levels of the ecological framework – however it is likely that many organisational initiatives exist that were not in scope for the stocktake, which may mean there is a downwards bias.

5.1.2 A long-term vision for primary prevention initiatives is needed

There are few initiatives that aim to change behaviours over the long-term and on a regular basis. Research suggests that attitude, behavioural and systematic change cannot be achieved using short-term or one-off programs. Primary prevention requires a sustained and long-term approach.

Based on those respondents who answered questions on dosage, the stocktake data shows that:

- about half of the initiatives were one-off engagements
- the average total exposure for initiatives was 9 hours.

These figures suggest there are a large number of initiatives that deliver short-term initiatives.

The majority of initiatives (84%) have been around for at least a year. Initiatives that focus on education or organisational policies tend to have the largest proportion of initiatives running for longer than one year. Initiatives focused towards policy or regulation and awareness raising have generally commenced more recently. It is important that awareness raising initiatives are long-term, or repeated, so that society is regularly exposed to them. Meanwhile, there may be benefits to shorter-term policy and regulation initiatives, to account for updating circumstances.

Only 37% of initiatives have been occurring for more than four years. This likely reflects that primary prevention, especially in sexual violence and sexual harassment, is an emerging field and may limit the ability of existing initiatives to create long-term structural change at this point.

5.1.3 Initiatives are not tailored to distinct groups

To be effective, greater tailoring of initiatives for distinct populations is needed, including how and by whom they are delivered.

Stakeholders advised that approaches which are targeted towards distinct groups must be co-designed and community-led to ensure the content and delivery is relevant and appropriate.

Some approaches may be considered more useful than others for distinct groups. Consultation recognised that community engagement, healing and knowledge circles were key mechanisms for delivering changes in attitudes and behaviours for different communities, especially those experiencing intergenerational trauma and minority stress such as Aboriginal and Torres Strait Islander communities.

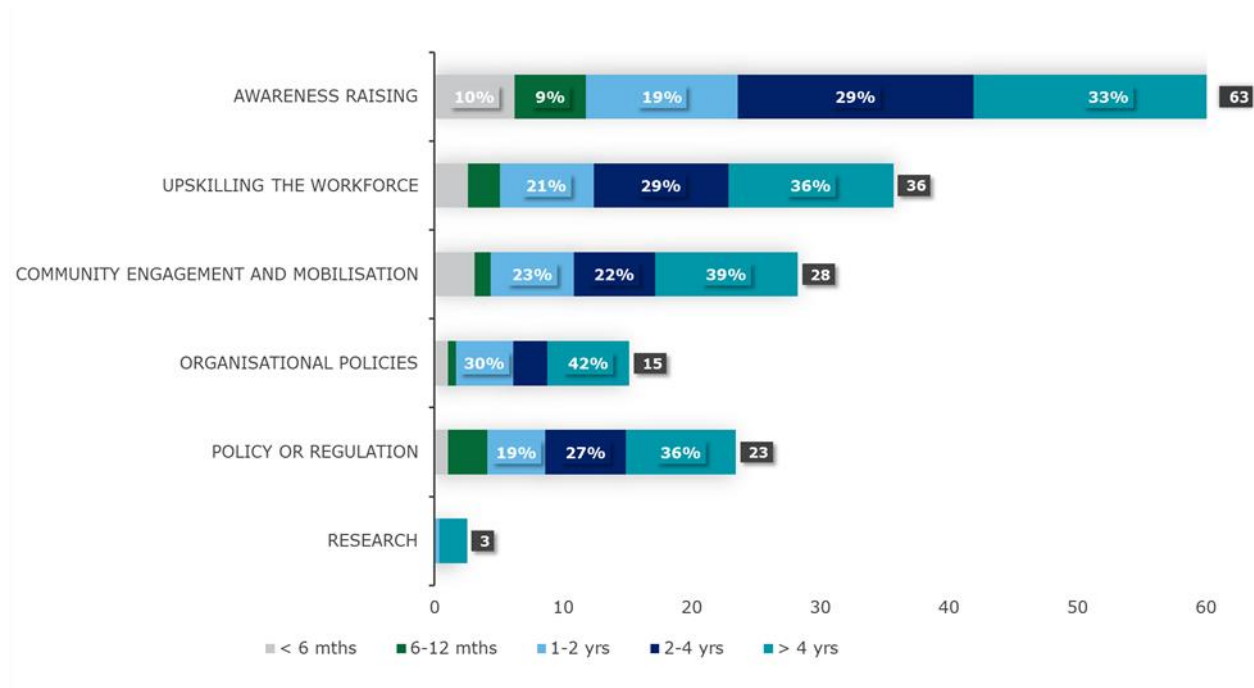
Stakeholders also spoke to the importance of using community role models and ambassadors — such as teachers, social workers, faith leaders, psychologists, sporting coaches, celebrities and sports persons — as an effective mechanism for influencing behaviours (especially among younger men).

As noted in Chapter 4, stakeholders spoke of the importance of engaging men and boys in distinct communities, however the stocktake found initiatives focused towards this group to be limited. Further, the delivery of these initiatives may not always be appropriate.

For example, stakeholders noted that men should have a safe space to discuss violence and harassment, preferably facilitated by men.

It is important to note that primary prevention initiatives delivered in written form, in English, do not meet the needs of people from culturally and linguistically diverse communities and some people with disabilities.

Chart 5.1: Initiatives and timeframe



Source: N=168, Deloitte questionnaire, 2020.

Note: Figures may not add to 100% due to labels being omitted.

5.1.4 Building a specialist workforce

Primary prevention requires specific skills. Many organisations deliver primary prevention in addition to their core work, which may limit the impact of initiatives.

Many organisations that delivery primary prevention initiatives also work in secondary or tertiary prevention (such as delivering legal and social support, counselling and therapeutic services to survivors or people at risk of sexual violence or sexual harassment), or address domestic and family violence more broadly. The current makeup of the primary prevention workforce suggests a skills gaps for delivering primary prevention may exist.

According to the stocktake questionnaire results, 19% of initiatives are targeted at prevention workers and of the initiatives targeting prevention workers, 59% aimed to upskill the workforce.

Some stakeholders referred to varying opinions on the role of existing teachers and specialist educators in schools. A hybrid approach was suggested, with schools and teachers requiring a minimum standard of training. Expert specialist educators could then supplement traditional education.

It was also noted that there needs to be further work on upskilling community leaders involved in the

sector. Effective primary prevention requires a trained community approach, as the skills needed for prevention are different from the skills needed for response.

5.2 Key opportunities

There are opportunities for the Department of Social Services to improve approaches by:

- developing a long-term plan for primary prevention in sexual violence and sexual harassment that facilitates coordination, consistency and comprehensive delivery of mechanisms across the ecological model⁶
- investing in new approaches to deliver and support a community of practices to share ideas and learning
- encouraging the scaling up or replication of initiatives based on the theory of change that:
 - create behavioural change
 - can be delivered more regularly and over the longer-term initiatives
 - are relevant to distinct populations
- supporting community led and co-designed initiatives for distinct communities
- developing a workforce strategy for identifying capabilities and upskilling the primary prevention workforce.

⁶ This aligns with Recommendation 14 of the National Inquiry into Sexual Harassment in Australian Workplaces, which recommends a Workplace Sexual Harassment Council to improve coordination, consistency and clarity across key legal and regulatory frameworks to improve prevention and

responses to sexual harassment.

6 Growing in maturity

There should be a coordinated system and consistent approach for monitoring, reporting and evaluating initiatives.

This requires:

- a clear allocation of responsibilities and accountability among all stakeholders
- all stakeholders to report on progress against agreed-upon, shared targets, which sit across all levels of the ecological framework and society, including in distinct communities
- long-term and robust evaluations of initiatives, using both quantitative and qualitative measures should be used to build the evidence base
- prevention initiative practitioners to engage in reflective practice
- initiatives to be based on evidence and scholarship
- collaboration and partnerships between government and non-government stakeholders, including support from political and sector-specific leadership.

6.1 Key gaps

6.1.1 Low levels of evaluation and reliance on evidence-based frameworks

There are limited organisations that evaluate their initiatives or base their initiatives on evidence-based programs and frameworks. It is important that initiatives evaluate their work, to understand whether their use of resources is efficient and impactful, and to build to the evidence base and share learning across the sector.

Of the initiatives highlighted by organisations in the questionnaire, 36% were reported to have been evaluated. Based on anecdotal evidence, a much smaller percentage of initiatives are evaluated for impact. The stocktake results may include initiatives that were evaluated through informal approaches such as recipient satisfaction surveys. Stakeholders highlighted that many programs are evaluated based on inputs or outputs, rather than outcomes such as attitudinal and behavioural change.

Consultations suggested that low levels of evaluation are in part due to the difficulties collecting data to quantify attitudinal or behavioural change. Research in the sector is relatively new and there is no standardised approach to conducting evaluations. Further, practitioners generally have resource constraints that limit their ability to evaluate their

initiatives. These limitations are compounded for organisations with multiple short-term initiatives.

It is also important that initiatives are based in evidence, to ensure efficient and impactful use of resources. However, given the small number of initiatives that have been evaluated for impact, there is a developing evidence-base for practitioners to draw upon. Some stakeholders also highlighted that the current body of literature does not reflect the needs or context of particular groups. For example, the LGBTIQ+ stakeholders noted that there is limited literature on how best to prevent sexual violence in their context, and so they aim to build upon the literature that is relevant. Likewise, some Aboriginal and Torres Strait Islander stakeholders noted that they complemented Our Watch research with their own knowledge about what works, to develop evidence-based initiatives for their community.

Stakeholders viewed research to be highly beneficial to better design programs that deliver meaningful outcomes in their specific communities. Notably, only 36% of initiatives, reported by organisations, reported using established frameworks or existing programs to support development of their initiatives, which may imply limited use of the evidence base. Our Watch Change the Story and LOVE BITES were the most cited frameworks used to design initiatives.

Initiatives should be reviewed and updated regularly, preferably based on evidence of impact. In general, initiatives in the stocktake are reviewed yearly as illustrated in Table 1.1. However, 71% of initiatives provided an 'unsure / not applicable' response regarding updating their initiatives, which suggests there may have been question ambiguity, leading to bias. Longstanding initiatives tend to review or update their initiatives less often than newer initiatives.

Table 6.1: Timeframe and updates or reviews to initiatives

TIMEFRAME OF INITIATIVE	FREQUENCY OF INITIATIVE UPDATES					Total
	Weekly or more	Monthly	Yearly	Every 2-4 years	< every 4 years	
Less than six months	0	1	4	1	0	6
Six to twelve months	2	1	0	1	0	4
One to two years	0	7	10	2	0	19
Two to four years	1	1	18	3	1	24
More than four years	2	5	19	4	2	32
Total	5	15	51	11	3	85

Source: N= 85, Deloitte questionnaire, 2020.

Note: 71% of initiatives' responses provided an 'unsure / not applicable' response to the question about updating or reviewing initiatives. 43% responded 'unsure / not applicable' to the question about age of initiative.

6.1.2 Targeted policy and leadership for primary prevention in sexual violence and sexual harassment is needed to drive momentum

Continued leadership and momentum for change is needed to stop sexual violence and sexual harassment. There is a need for national policy and high-level coordination.

Recent inquiries and royal commissions have sparked focus and change in the areas of sexual harassment, domestic and family violence and institutional child sexual abuse. Stakeholders noted that although these inquiries and commissions have generated widespread acknowledgement of such issues, inquiries have not occurred specifically for sexual violence. Encouraging a national focus, leadership, advocacy and policy could play a significant role in driving change and leveraging the impact of prior inquiries and commissions.

Research suggests that advocacy and commitment, including structural support from government and public institutions are needed to support change and place an emphasis on primary prevention in sexual violence and sexual harassment (Marson, 2019). Several non-government and government advocacy groups and councils were identified in the stocktake as showing leadership in delivering, supporting or funding initiatives. Stakeholders noted that government leadership was particularly important in driving consistent national policies and application of healthy relationship education in schools across state and territories.

All states and territories and the Commonwealth have some form of policy framework for primary prevention of sexual violence and sexual harassment. However, in many cases, these policy frameworks are combined

with policy and strategies for domestic and family violence and are non-specific to sexual violence. In some cases, sexual harassment does not receive adequate focus.

Stakeholders noted that Victoria was leading Australian efforts for sexual violence and sexual harassment prevention. This is reflected in the stocktake, with Victoria having the largest number of policies and frameworks to deal with sexual violence and sexual harassment of all states and territories. Victoria addresses healthy masculinities within their policy framework, which is considered a relatively new approach to addressing violence.

6.1.3 Greater collaboration and co-design of community led policy and initiatives is required

There is a need for greater collaboration and co-design in designing, funding and implementing primary prevention initiatives across Australia.

While there is a national framework for the primary prevention of violence against women and their children (Our Watch), there is not a clear framework for sexual violence or sexual harassment specifically. Stakeholders highlighted a need for an overarching national framework in which to base primary prevention for sexual violence and sexual harassment in Australia. Stakeholders, particularly from the smaller states/territories, expressed a desire to better collaborate with and leverage national resources.

There is a desire for sector collaboration, in order to better deliver services across the ecological model and distinct groups. Some stakeholders highlighted that service providers acted competitively to secure funding, which limited the opportunities for collaboration.

Considering evidence and calls for greater inclusion and tailoring, initiatives for distinct communities must be led by those communities. This must be supported by leadership and funding.

Consultations also suggested that collaboration across government sectors was also limited. It was noted that there should be a consistent approach taken to address sexual violence and sexual harassment across the health, judicial, social, education, planning and transport departments. There should also be collaboration between all stakeholders in the sexual violence and sexual harassment sector, including prevention and response practitioners, researchers, women's organisations, violence prevention agencies and peak bodies, mainstream organisations such as workplaces and schools, social or community services, organisations supporting individuals of distinct groups.

6.2 Key opportunities

There are opportunities for initiatives and the sector to mature by:

- developing an approach for using attitudinal and behavioural outcomes-based targets, which may then be used to enable clear progress measurement and targeted funding mechanisms
- utilising existing national forums to foster collaboration among stakeholders across the sector, including distinct population groups
- developing a national strategy for data collection of sexual violence and sexual harassment behaviours, attitudes and knowledge. This data collection will enable the evaluation of initiatives and the targeting of funding
- utilising existing national forums that could coordinate and collaborate stakeholders across the sector, in a way that is inclusive of distinct population groups.

7 Supportive funding

Funding for primary prevention in sexual violence and sexual harassment should be available, consistent and targeted to effective primary prevention. Funding is necessary to enable best practice initiatives to provide optimal services, develop, evaluate and improve.

- Funding should include a mix of short- and long-term funding. Long-term funding can increase the capacity, scale and quality of initiatives, and support best practices through sophisticated implementation and evaluation. Short-term funding can be used to support research and evaluation, to build the evidence base.
- Funding should both target effective initiatives and support innovative initiatives that will build the evidence base. Funding should encourage the replication or scale up of initiatives that meet quality standards and targets. Funding is also dedicated to impact evaluation of innovative and theory-informed initiatives, to help develop the evidence base.
- The need for cost-effectiveness is balanced with the need for long-term sustainability, scalability and sufficient implementation.
- Practitioners and organisations seek to capitalise on their level of funding by engaging in cost-effective activities. This involves collaborating within and across organisations, to avoid duplication of efforts, and to provide initiatives that are complementary, synergistic, and connect their work to larger strategies or efforts.

7.1 Key gaps

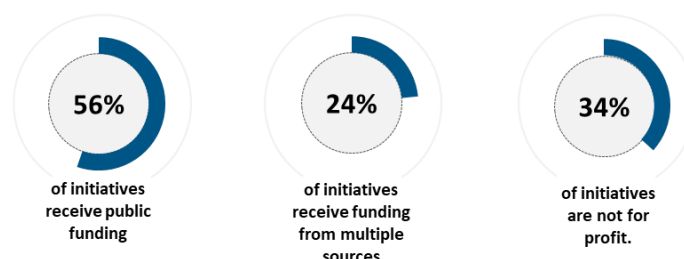
7.1.1 Dedicated funding specifically for the primary prevention of sexual violence and sexual harassment is limited.

There has been limited investment in the primary prevention of sexual violence and sexual harassment over the years. Many organisations are constrained by funding and focus their attention on secondary or tertiary prevention. There is limited longer-term funding, which constrains sustainable practices and the realisation of outcomes on attitude, behaviour and system changes. Stakeholders highlighted that funding sources are disjointed and sporadic, often for short-term projects, resulting in uncertainty amongst service providers. Many stakeholders also noted the trade-offs they face between primary prevention and the secondary/tertiary initiatives due to the lack of dedicated funding for primary prevention.

Limited funding also restricts organisations from building their capacity, conducting data collection, monitoring, evaluation and improvement over time.

The current funding approach reflects the increasing importance of initiatives but also that primary prevention in sexual violence and sexual harassment is an emerging area of practice.

Figure 7.1: Funding of initiatives



Source: N=158, Deloitte questionnaire, 2020.

Note: Figures do not add to 100% as some respondents may have ticked multiple options, while others may have ticked none.

Stakeholders also identified that, while some organisations are working collaboratively, others are competing for funding due to resource constraints. This hinders the sector from sharing learnings and working together to address broader issues of focus on societal and cultural change.

7.1.2 Funding for research and evaluation of primary prevention initiatives is limited.

Funding is not targeted in a consistent manner across Australia. It is important that funding be made available to both effective initiatives that have shown evidence of impact, and research and innovation that can trial new approaches and build the evidence base.

Currently, there is limited accountability for organisations receiving funding. Stakeholders noted that funding is often given without the requirements to measure and record effectiveness. Therefore, funding may be delivered to less cost-effective prevention initiatives. It is important that funding is targeted to the most effective, or evidence-based initiatives, given resource constraints.

Further, there is a need to encourage evaluation and monitoring of progress through funding. By developing the knowledge base around the most effective strategies, this will lead to efficiencies across the sector.

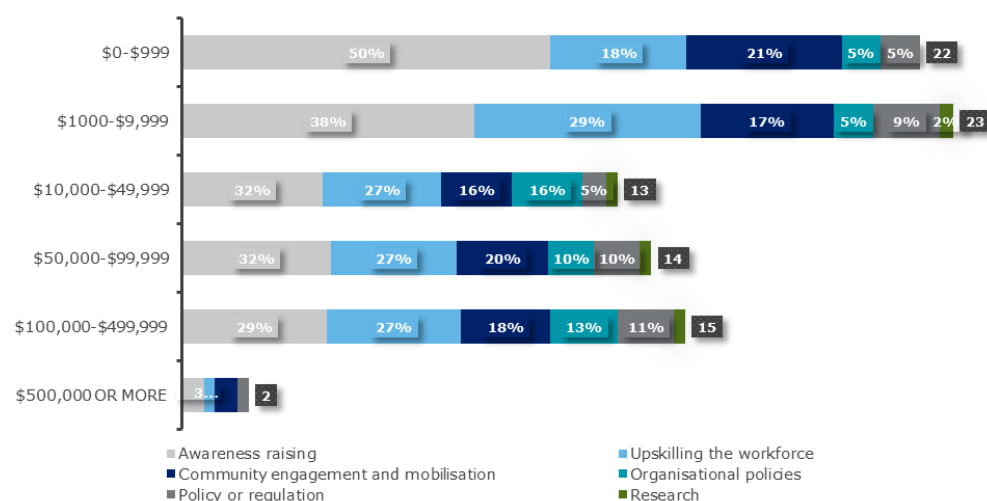
Currently, funding for research and innovation only accounts for a small portion of total funding. Many stakeholders reported receiving insufficient funding to conduct evaluations. Stakeholders highlighted that where funding is available for research or evaluation, it is often insufficient to develop longer-term evaluation frameworks and methods necessary to measure social change and impact. Funding for research may be limited partly due to it being a relatively new sector and partly due to difficulties in realising the value of research and measuring long-term behavioural objectives, noting that some initiatives will not realise a benefit for many years.

7.2 Key opportunities

There are opportunities to improve the funding of sexual violence and sexual harassment initiatives by:

- developing coordinated, appropriate, and flexible core funding for primary prevention initiatives, while ensuring funding is not taken from secondary or tertiary initiatives
- encouraging other funding sources across government, private and community sectors to support primary prevention initiatives
- providing longer-term funding to support the sustainability of primary prevention initiatives, to build capacity in the sector and to support the evaluation of initiatives
- influencing research and evaluation funding bodies to improve the evidence base. For example, a structured component of initiative funding may be allocated for evaluation.

Figure 7.2: Funding of initiatives based on approach



Source: N=89, Deloitte questionnaire, 2020.

Figures may not add to 100% due to rounding error.

8 Detailed stocktake

The stocktake is organised by the underlying objective of the sexual violence prevention initiative. Therefore, initiatives of one organisation may appear in several parts. The objectives are:

- Strengthening individual knowledge and skills – for example, awareness raising through campaigns and targeting the whole-of-population
- Promoting community education – for example, education programs
- Educating providers – upskilling the workforce through capacity building and skills-based training
- Fostering coalitions and networks – for example, community engagement and mobilisation through discussion groups, networks and advocacy
- Changing organisational practices – for example, whole organisation approaches
- Influencing policies and legislations – system change through strategies, frameworks, policies, legislation and research.

Not all initiatives that are in the questionnaire are included in the stocktake to avoid multiples of the same initiative. For example, multiple organisations provide the education program LOVEBiTEs, however it's only recorded once in the stocktake.

The stocktake may not capture all primary prevention initiatives across Australia due to data constraints. However, it captures the most significant and substantial initiatives currently.

The stocktake also notes whether an initiative has a specific focus on sexual violence or sexual harassment. A dark green asterisk represents an initiative focusing on sexual violence, with a light green asterisk representing a focus on sexual harassment.

8.1 Strengthening individual knowledge and skills

Awareness raising – campaigns and whole-of-population

*sexual violence

*sexual harassment

Jurisdiction	Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
National		Our Watch – The Line This is a national initiative that aims to encourage young people to reject violence and develop healthy, respectful and equal relationships.	<ul style="list-style-type: none"> • healthy relationships • young people (age 12 – 20 years) • campaign through website and Facebook page
		Daniel Morcombe Foundation-#TogetherWeCan social media campaign This initiative was a 4-week social media campaign that ran until the end of April 2019. The goal was to promote positive messages about what adults can do to prevent child sexual abuse and keep kids safe.	<ul style="list-style-type: none"> • child sexual abuse • adults • social media campaign
		NRL Community – Voices Against Violence – Media Awareness Campaign The initiatives aim is to raise awareness of violence and challenge contributing attitudes, behaviours and social norms through a variety of media such as television, radio, print and online, as well as social channels and community forums. E.g. Power for Change and VAV TV Commercial	<ul style="list-style-type: none"> • domestic and family violence • whole population • television • radio • print • online
		Our Watch – Doing Nothing Does Harm The Doing Nothing Does Harm campaign aims to motivate people to intervene when they see or hear disrespect towards women. Violence against women begins with disrespect.	<ul style="list-style-type: none"> • gender inequality • violence against women • bystanders/potential bystanders • campaign
		Reclaim the Night This initiative is a rally and a march aiming to highlight sexual violence towards women	<ul style="list-style-type: none"> • violence against women • whole of population • awareness through rally and march.
Australian Capital Territory		Canberra Multicultural Community Forum – Culturally and Linguistically Diverse (CALD) Community Domestic Violence Awareness Program The aim is to develop a community awareness program. The initiative aims to target CALD women and families to learn about domestic violence, gaining a better understanding of cultural differences and how to access services available, including the legal system in supporting families experiencing domestic violence.	<ul style="list-style-type: none"> • domestic violence • CALD women and families.

Jurisdiction	Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
Australian Capital Territory cont.	*	Women's Centre for Health Matters – Anti-Sexual Violence Campaign This campaign consists of several initiatives designed to start informed conversations about sexual violence amongst young Canberrans.	<ul style="list-style-type: none"> • sexual violence • young people in Canberra • print media, poster campaign
		Women's centre for health matters – DV awareness raising campaign for the LGBTIQ+ community The overall campaign comprises 5 images on posters, each of which shows a different local, 'real' and recognisable couple, and which use the slogan 'Same Love. Same Rules'. The result is a positive campaign which shows local loving and diverse couples in the ACT.	<ul style="list-style-type: none"> • healthy relationships • domestic violence • LGBTIQ+ people • posters
	* *	Meridian Incorporated Meridian provides sexual violence and sexual harassment primary prevention initiatives as part of their role in primary prevention activities for the LGBTIQ+ and HIV positive communities. This includes social media campaigns including using role models & LGBTIQ+ Awareness training in the domestic violence sector.	<ul style="list-style-type: none"> • sexual violence • sexual harassment • LGBTIQ+ people • social media campaigns
		Canberra Multicultural Community Forum – CALD community domestic violence awareness program This initiative aims to develop community awareness program targeting CALD women and families to learn about DV, gain better understanding of cultural differences and the legal system in supporting families experiencing DV and accessing services available.	<ul style="list-style-type: none"> • domestic violence • CALD women • community context • online, media and face-to-face
Northern Territory		NO MORE Campaign The initiative aims to engage with men on a large scale about family violence. This initiative has links with more than 5 sporting codes and nearly a hundred teams. Part of the initiative includes players 'linking arms' before matches, to represent 'all men linking up' to combat family violence. Additionally, they utilise advertising campaigns to raise awareness.	<ul style="list-style-type: none"> • domestic violence • men • linking arms at sporting and community events • advertising – bus ads
New South Wales		Women NSW – Make No Doubt Make No Doubt is a social media campaign which aims to start a conversation about consent and encourage people to #makenodoubt before engaging in sexual activity.	<ul style="list-style-type: none"> • consent • whole population • one-minute video on YouTube

Jurisdiction	Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
New South Wales cont.		Georges River Council-No Domestic Violence Walk Annually in November, up to 2,000 community members gather to walk approximately 1km in the stand against domestic violence. The event starts with speeches from an Indigenous Elder, Police, Government representatives and services.	<ul style="list-style-type: none"> • domestic violence • whole population • awareness through walk
		Georges River Council – National Domestic Violence Remembrance Day – Candlelight Vigil This initiative aims to bring the community together in partnership with local organisations and the St George Domestic Violence Committee to reflect on lives lost to domestic violence, hear lived experiences and raise awareness of domestic family violence.	<ul style="list-style-type: none"> • domestic violence • whole population • candlelight vigil
		Northern Beaches Council – Northern Beaches Says No to Domestic Violence In November, the Council support the Northern Beaches Domestic Violence Network's annual walk. The initiative aims to stand against domestic violence.	<ul style="list-style-type: none"> • domestic violence • whole of population • awareness through walk
		ACON – Our Relationship – national primary prevention campaign Our Relationships is currently in development and will be a community led multimedia campaign to prevent violence in LGBTQ relationships. The campaign will utilise positive relationship role modelling, representation of healthy relationships and community members challenging gendered stereotypes.	<ul style="list-style-type: none"> • Violence in LGBTIQ relationships • people who identify as LGBTIQ+ • multimedia campaign – including featuring on dating apps
		Cumberland City Council – 16 Days of Action This initiative is an internal campaign that aims to target Council staff to raise aware of domestic and family violence and internal domestic and family violence policy.	<ul style="list-style-type: none"> • domestic and family violence • council staff • city council
	*	Wollongong City Council – I Belong in the Gong This initiative is an awareness campaign that aims to promote social inclusions and tolerance initiative for women and young people who experience harassment.	<ul style="list-style-type: none"> • harassment • young people • women • media campaign
Queensland		Queensland Government – Not Now. Not Ever. Together Queensland marks Domestic Family Violence Prevention Month to raise community awareness of domestic and family violence. The theme for 2020 is Not Now. Not Ever. Together. The aim is to urge everyone to recognise the signs of domestic violence, to reach out and speak up.	<ul style="list-style-type: none"> • domestic and family violence • whole of population • awareness through prevention month

Jurisdiction	Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
Queensland cont.	*	United Indian Multicultural Association of Queensland – Hindi radio campaign This initiative is a Hindi radio campaign that ran through April 2019. It aimed to raise awareness of sexual violence among South Asia women.	<ul style="list-style-type: none"> • sexual violence • CALD women • radio campaign
	*	African Australian Women’s Association – Sexual violence awareness campaign forum This initiative aimed to help raise awareness and overcome cultural aspects of sexual violence in African communities.	<ul style="list-style-type: none"> • sexual violence • African communities • forum
		True Relationships and Reproductive Health – Got Consent? This initiative developed resources including condoms, coasters, wristbands, posters for bars and hostels to raise awareness about safe sex and the impact of alcohol, and to change attitudes towards consent in Cairns and surrounds.	<ul style="list-style-type: none"> • consent, safe sex • young people • posters, condoms, wristbands
	*	Cairns Sexual Assault Service – Radio Show This initiative is a weekly show on local radio about preventing sexual violence, featuring people from other organisations	<ul style="list-style-type: none"> • sexual violence • Cairns population • radio show
South Australia		Break the Cycle Campaign This initiative is an advertising campaign that aims to urge South Australians to help ‘break the cycle’ of domestic violence. It will run for 6 weeks, starting from mid-June 2020.	<ul style="list-style-type: none"> • domestic violence • metropolitan and regional television • radio • digital • social media – Facebook, Instagram, Snapchat and TikTok
Tasmania	*	Northern Midlands Council – Sexual Assault Support Service Posters This initiative was a set of posters placed in all 29 councils in Tasmania. It aimed to raise awareness about sexual assault and the support services available.	<ul style="list-style-type: none"> • sexual assault • whole population • posters placed in public toilets, public buildings and community meeting places
		The Huon Domestic Violence Service-Give it Get It This initiative is a peer education program. Young people deliver workshops to other young people based on respectful relationships.	<ul style="list-style-type: none"> • healthy and respectful relationships • young people • peer-to-peer sessions

Jurisdiction	Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
Victoria		Respect Victoria – Respect Women: Call It Out Respect Women was a behaviour change campaign aimed at targeting bystanders to intervene when they witness sexual harassment and gender inequality – drivers that can lead to family violence and particularly violence against women.	<ul style="list-style-type: none"> • sexist behaviour • whole population • advertising campaign – print and tv
		Respect Victoria – Respect Older People: Call It Out Respect Older People was a behaviour change campaign aimed at preventing elder abuse by raising awareness of early behaviours and signs of elder abuse with family members and those in close contact, such as carers, and health care workers.	<ul style="list-style-type: none"> • elder abuse • whole population • advertising campaign – print and TV
		Gippsland Women’s Health – Make the Link Make the Link is a social marketing campaign which aims to encourage people to understand the foundations of men’s’ violence against women and to highlight the importance of addressing gender inequality to end men’s violence against women.	<ul style="list-style-type: none"> • men’s violence against women • whole population • social marketing campaign
Western Australia	*	Allambee Counselling – Peel Says No to Violence Alliance Alliance members (local organisations, groups, individuals, and government agencies) commit to undertaking activities each year that aim to raise awareness or help prevent sexual violence and family violence.	<ul style="list-style-type: none"> • sexual violence and family violence • whole population • various activities
		Department of Communities WA – 16 Days in WA to Stop Violence Against Women This initiative is a campaign that runs for 16 days each year (25 th Nov – 10 th Dec). The initiative aims to raise awareness, increase positive actions, and highlight organisation, agencies, communities and individuals working to end violence against women.	<ul style="list-style-type: none"> • violence against women • whole population • campaign
		Women’s Council for Domestic and Family Violence Services – Purple Bench Program This initiative is a series of public benches in public spaces to honour all victims killed as a result of domestic and family violence. It aims to help change the public perception of violence against women and children, be a reminder that as a society we can make a difference and to raise public awareness.	<ul style="list-style-type: none"> • domestic and family violence • whole of population • campaign – purple benches

Jurisdiction	Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
Western Australia cont.		Women's Community Health Network WA – Doors to Safety Project This initiative aims to raise awareness of the issue of violence against women and girls with disabilities and among service providers, foster appropriate service provider responses to women with disabilities experiencing violence, build pathways to safety and develop an education session.	<ul style="list-style-type: none"> • violence against women and girls • women and girls with disabilities • raise awareness amongst service providers

8.2 Promoting community education

Education – programs, role models and peer-to-peer

*sexual violence

*sexual harassment

Jurisdiction	Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
National		Maree Crabbe and David Corlett – It's time we talked An initiative that aims to address the issues around porn and explicit imagery. It includes resources such as In the Picture, that aims to support secondary schools to address the influence of explicit sexual imagery and Love and Sex in the Age of Pornography, following a group of young people who reflect on the influence of porn in their lives.	<ul style="list-style-type: none"> • porn and explicit imagery • young people, parents • schools, community organisations • suite of online media and resources • face-to-face education with parents and teachers
		Rape and Domestic Services Australia – Sex & Ethics This program aims to create an environment where young people can explore ideas about sex and ethical consent. The program introduces the ethical framework for use in intimate partner decision making.	<ul style="list-style-type: none"> • sexual ethics education • young people
		LOVE BiTees This initiative is a respectful relationships education program for young people aged 15-17 years. This initiative aims to provide young people with a safe environment to examine, discuss and explore respectful relationships.	<ul style="list-style-type: none"> • respectful relationship education • young people (15-17 years) • schools • face-to-face workshops
		LOVE BiTES Junior This initiative is a respectful relationships education program that focus on the development of respectful relationships for 11-14 years.	<ul style="list-style-type: none"> • respectful relationship education • children (11-14 years) • schools • face-to-face workshops

Jurisdiction	Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
National cont.		Griffith University – The MATE Program MATE program aims to teach people to become proactive bystanders who have the tools and understanding to step in and address problematic behaviours, prevent violence against women, racism and discrimination and promote equality.	<ul style="list-style-type: none"> • problematic behaviour, violence against women, racism and equality • bystanders and potential bystanders • face-to-face workshops
		Respectful Relationships This initiative aims to teach students what behaviour is and is not appropriate, how to build respectful, reciprocal relationships, and how they can respond to, or challenge, disrespectful attitudes and behaviours. Teachers also teach about respectful relationships in the context of family and domestic violence.	<ul style="list-style-type: none"> • healthy respectful relationships • young people • schools • face-to-face workshops
		People with Disability Australia – Sexual and Respectful Relationships Training This initiative is training designed to help people with an intellectual disability or a cognitive impairment to understand the importance of what a healthy and respectful relationships look like.	<ul style="list-style-type: none"> • respectful relationships • people with disabilities • face-to-face workshops
		NRL Community – Voices Against Violence Education Workshops This initiative is delivered to Rugby League team clubs across Australia and the Pacific. This aims of the workshops is to increase participants awareness and understanding of gender-based violence. Participants are provided with insights into what violence is, the different forms, the consequences and why it occurs.	<ul style="list-style-type: none"> • gender-based violence • rugby league club participants • face-to-face workshops
		Body Safety Australia – Naked Truths This program aims to introduce students to respectful relationships online by tackling topics such as: informed consent, sexual digital media literacy, power imbalance and bias in the media, pornography and empowering bystanders.	<ul style="list-style-type: none"> • respectful relationships • school students • online workshop

Jurisdiction Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
National cont.	The Carly Ryan Foundation – Project Connect This initiative is an online safety program provided under the Office of the eSafety Commissioner and aims to deliver online safety and healthy relationship seminars to students, parents and the wider community.	<ul style="list-style-type: none"> • healthy relationships • students, parents and wider community • online program
	ACON – Say It Out Loud This initiative focuses on LGBTIQ+ relationships, domestic and family violence education and awareness raising. This initiative aims to encourage people from LGBTIQ+ communities to start talking about their relationships. ACON is expanding the website, launch Sept 2020. The new site expands the healthy relationships section to include personal stories and blogs about personal experiences of relationships.	<ul style="list-style-type: none"> • healthy relationships, domestic and family violence • LGBTIQ+ individuals • online resources
	MensLine Australia – Online Resources MensLine provides various online resources and toolkits, relating to healthy relationships (communication, intimacy, moving in, conflict, same-sex relationships), fatherhood (young father, talking to teenagers, parenting tips, grief, separation), mental health, family violence and well-being.	<ul style="list-style-type: none"> • healthy relationships, family violence, fatherhood, mental health • men • online resources and toolkits
	YWCA Australia – Unconscious Bias Workshops This initiative aims for participants to acknowledge, identify and create change toward gender bias behaviour and attitudes. The topics of understanding gender equality, gender roles and unconscious bias are explored, participants are then provided with actions and strategies on eliminating biases.	<ul style="list-style-type: none"> • gender inequality • women • workshops
	ACON – TransHub This initiative is a digital information platform for all trans & gender diverse people, loved one, allies & health providers. It aims to provide information about gender affirmation & health for trans and gender diverse people in NSW. Including, legal, social and medical, e.g. healthy relationships.	<ul style="list-style-type: none"> • healthy relationships • trans and gender diverse people, loved ones, allies and health providers • online resource
	YWCA Australia – Rise Above the Pack – Bystander Intervention Workshops This initiative aims to empower participants with the knowledge, skills and confidence to safely intervene in situations where respect or safety of women is at risk, and to challenge anti-social, gender inequitable attitudes and behaviour.	<ul style="list-style-type: none"> • gender inequality • bystanders/potential bystanders • face-to-face workshops

Jurisdiction Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
National cont.	Body Safety Australia – Unique You: Relationships and Sexuality Education This program aims to teach young adults (year 7 – year 10) about sex, sexuality, gender identity and expression, harm reduction and consent. It also provides an introduction into the culture of sexualisation and gender-based violence.	<ul style="list-style-type: none"> • healthy relationships, sexuality education • students • schools
	ReachOut – Resources for young people ReachOut has online resources for young people about romantic relationships and being respectful.	<ul style="list-style-type: none"> • healthy relationships • young people • online resources
	Rape and Domestic Violence Services Australia – Sex, Safety & Respect: Understanding Consent This three-hour workshop is designed for student leaders within housing and other key positions to influence the behaviour of their peers and campus culture. Especially, when it comes to consent, sex, and healthy relationships.	<ul style="list-style-type: none"> • consent • healthy relationships • students • universities
	White Ribbon Australia – Online Resources This initiative is online resources, including factsheets and tool kits, for anyone to educate themselves about domestic and family violence, consent and healthy relationships.	<ul style="list-style-type: none"> • healthy relationships, consent, domestic and family violence • whole population • online resources – factsheets and toolkits
	Rape and Domestic Violence Services Australia – Sex, Safety & Respect: train the trainer Sex, Safety & Respect brings together research and practice on sexuality and violence prevention education. Educators participate in all activities of the Sex & Ethics Program to understand their own ethical stance and the skills they need to effectively deliver the program to diverse students.	<ul style="list-style-type: none"> • healthy relationship • educators
	Body Safety Australia – Professional Development for staff Body Safety Australia has developed targeted professional learning seminars for early learning, primary and secondary education, staff and their leadership teams. The workshops are interactive and help staff make a positive culture change that reflects the community and unique learning environment.	<ul style="list-style-type: none"> • respectful relationships • educators • schools

Jurisdiction	Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
National cont.		1800Respect – Online Resources 1800Respect offers a variety of online resources that aim to provide information about responding to people impacted by violence, service directory, FrontLine Workers Toolkit, training and professional development, leadership and management, inclusive practices, event and webinars and more.	<ul style="list-style-type: none"> • domestic and family violence • sexual violence • online resources
		National Family Violence Prevention Legal Services – Community Legal Education This initiative aims to provide legal education for the community, specifically focusing on family and domestic violence and family law.	<ul style="list-style-type: none"> • family and domestic violence • family law • Aboriginal and Torres Strait Islander communities • legal education • face-to-face workshops
		LifeLine DV Alert – Brothers Standing Tall This initiative aims to provide a space for Aboriginal and Torres Strait Islander men to learn and talk about family violence and the impact on Aboriginal and Torres Strait Islander families, giving the basis to start reflecting on what you can do to prevent family violence in their community.	<ul style="list-style-type: none"> • family violence • Aboriginal and Torres Strait Islander men • community education
		LifeLine DV Alert – Workshops A variety of workshops are available ranging from 1 day to 2 day. They relate to domestic violence and cover a range of topics such as general workshops, settlement workshops, disabilities workshops, indigenous workshops, multicultural workshops, complex forms of violence, interpreter workshops and men who use family violence.	<ul style="list-style-type: none"> • domestic and family violence • whole population • face-to-face workshops
		Our Watch – Because Why This initiative aims to help parents and to provide support and practical guidance in challenging stereotypes. #BecauseWhy is for families who want children to learn, explore and develop all the skills they're interested in without the limitations that come with gender stereotypes.	<ul style="list-style-type: none"> • gender stereotypes • parents/carers • online resources
		White Ribbon Australia – e-Learning This initiative is a free e-learning course that aims to help guide and educate individuals on the causes of violence against women, signs of abuse and ways to intervene safely.	<ul style="list-style-type: none"> • violence against women • whole population • online resources

Jurisdiction	Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
National cont.		Body Safety Australia – Body Safety Superstars! This program is for early learning and primary school children, it aims to empower and educate children to understand and community their right to bodily autonomy. It's accompanied by a workshop for parents.	<ul style="list-style-type: none"> • healthy relationships • consent • primary school children • parents • schools
	*	Pop Up Picnic This initiative aims to provide information regarding children and adult sexual abuse and what it is, where they can get help, how to report, and some reasons why it might happen (no excuses).	<ul style="list-style-type: none"> • sexual abuse • general population • face-to-face
Australian Capital Territory		YWCA Canberra-Relationship Things Relationship Things is a program that aims to prevent sexual assault and gender-based violence, by empowering and educating young people to develop and maintain safe and respectful relationships and teaching about consent.	<ul style="list-style-type: none"> • consent and respectful relationships • young people • community organisations • suite of online media and resources for young people to access independently • face-to-face education
		Menslink – PRIDE This initiative is an eight-week group session for young boys and men. It aims to educate young boys and men about respect, self-esteem and relationships.	<ul style="list-style-type: none"> • respect, self-esteem, relationships • boys and men • face-to-face workshops
		Relationships Australia Canberra – Building Better Relationships This initiative aims to help couples strengthen their relationships, explore how to manage conflicts more compassionately, deepen friendships and intimacy and share life purpose and dreams.	<ul style="list-style-type: none"> • healthy relationships • couples • community centres
		Sexual Health and Family Planning ACT (SHFPACT) – Puberty education sessions SHFPACT supports student learning in schools by delivering classroom workshop for students in senior primary school years across government, Catholic and independent school systems in the ACT. These workshops cover physical, social and emotional development during puberty.	<ul style="list-style-type: none"> • healthy relationships • students • schools • face-to-face workshops

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Australia Capital Territory cont.	*	Sexual Health and Family Planning ACT – Sexual Health, Lifestyles and Relationship Program This initiative aims to bring sexual health education and testing opportunities to ACT government secondary colleges. The education content explicitly addresses sexual violence and respectful relationships.	<ul style="list-style-type: none"> • sexual violence • respectful relationships • schools • students • face-to-face workshops
		Gugan Gulwan ACT – Young Men’s Mentoring Group This initiative is a tailored targeted program for young men aged 8-12 years. The delivery of this program is to service an unmet need for support for Aboriginal and Torres Strait Islander young men in the ACT region.	<ul style="list-style-type: none"> • domestic and family violence • Aboriginal and Torres Strait Islander young men • cultural context • mentoring
		YWCA Canberra – Respect Communicate Choose This program is aimed at children aged between 8-12 years of age to provide education before their first intimate relationships. It focuses on challenging traditional gender roles in relationships, respectful communication and how to be an active bystander.	<ul style="list-style-type: none"> • respectful relationships • bystanders • children • schools
		Women’s Centre for Health Matters – Sexual Health and Relationships in Younger Women This initiative targets women aged 14-19. It aims to educate them about their sexual and reproductive health, healthy relationships, consent and coercion, technology and porn and how to respond as a bystander.	<ul style="list-style-type: none"> • healthy relationships • schools • women aged 14-19 years • face-to-face workshops
		YWCA – Active Bystander This program aims to train individuals on using bystander approaches to prevent violence against women, to empower staff and foster a culture of equality and respect.	<ul style="list-style-type: none"> • violence against women • bystanders/potential bystander • workplaces • community • face-to-face workshop
Northern Territory	*	NT Working Women’s Centre – Domestic and Family Violence Work Aware This initiative is a training package for employers and employees about domestic and family violence, encompassing sexual violence, and who it intersects with the workplace.	<ul style="list-style-type: none"> • domestic, sexual and family violence • employers and employees • workplaces • face-to-face workshops

Jurisdiction	Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
Northern Territory cont.		Darwin Indigenous Men's Service – Indigenous Family Violence Prevention and Healing Program This program provides individual mentoring, family violence counselling, healing activities and education programs for Indigenous men, aim to prevent family violence and heal.	<ul style="list-style-type: none"> • family violence • Indigenous men • mentoring, family violence counselling, healing activities and education programs
		The Y NT (YMCA) – Drop in Centre This initiative is a drop-in centre for young people, which has mentoring and leadership programs which use components of the LOVE BiTES training. The aim is to empower youth, to ensure youth have a voice and to educate them around issues and healthy relationships.	<ul style="list-style-type: none"> • healthy relationships • young people • mentoring, leadership programs • face-to-face
New South Wales		Coast Shelter – Shark Cage This initiative is a workshop that aims to educate participants to recognise abusive behaviour, empower participants to develop and strengthen their personal boundaries and enable participants to be assertive based on strong personal boundaries.	<ul style="list-style-type: none"> • abusive behaviour • whole population • face-to-face workshops
		Upper Hunter Shire Council Youth Services – Rules in Relationship Skills Group This initiative is an eight-week program aimed at young men to educate them about respectful relationships and changing violent behaviours.	<ul style="list-style-type: none"> • healthy relationships, behavioural change • young men • community youth services
	*	Education Centre Against Violence – Strong Aboriginal Men This initiative aims for Aboriginal men to connect and stand strong against domestic family violence and child sexual assault. There are a series of workshops delivered by Aboriginal men to Aboriginal men, talking in a safe way about the trauma associated with domestic family violence and child sexual assault.	<ul style="list-style-type: none"> • domestic family violence, child sexual assault • Aboriginal and Torres Strait Islander men • face-to-face workshops
	*	Personal Strength – Party-Safe Workshops The initiatives aim to promote discussion and awareness around the realities and dangers of sexual assault at parties. Including the sexual assault myth-busting, noticing red flags, and problem-solving tricky situations.	<ul style="list-style-type: none"> • sexual assault • teenage girls • face-to-face workshops

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New South Wales	*	NSW Ministry of Health – NSW Health Sexual Assault Services This initiative involves community development and education. They are delivered through a range of initiatives including school and university talks, community development and engagement activities.	<ul style="list-style-type: none"> • sexual assault • whole of population • face-to-face workshops
		Cumberland City Council – Cumberland Respectful, Healthy and Resilient School Students Project This initiative aims to deliver workshops to school students about healthy relationships, resilience, anti-bullying and anti-violence. Additionally, they train youth workers to deliver this program.	<ul style="list-style-type: none"> • respectful, healthy relationships • students • face-to-face workshops
	*	Warringa Baiya – Community Legal Education This initiative is community legal education sessions. The sessions are provided directly to the Aboriginal community, Aboriginal workers and service providers working with Aboriginal people. Topics include sexual assault, domestic violence and family law.	<ul style="list-style-type: none"> • sexual assault • domestic and family violence • family law • legal context • Aboriginal community • service provides for aboriginal workers
	*	Women’s Legal Service NSW – Community Legal Education This initiative is legal education workshops across NSW. Topic include sexual assault, sexual harassment, domestic violence and human rights.	<ul style="list-style-type: none"> • sexual assault • sexual harassment • legal education • face-to-face workshops
		Personal Strength – Date-safe This initiative is a workshop for young women and women navigating dating. It aims to raises awareness about risks of sexual assault, but also early signs of adult grooming and coercive control relationships.	<ul style="list-style-type: none"> • sexual assault • healthy relationships • women • face-to-face workshop
		Personal Strength – Mat-chats This initiative is incorporated into weekly self-defence classes for children and teenagers. Mat chats cover important topics such as consent in age appropriate ways.	<ul style="list-style-type: none"> • consent • children and teenagers • face-to-face
	*	Warringa Baiya – Face Sheets This initiative is online factsheets and resources that are available regarding sexual assault, harassment, domestic violence laws and legal advice.	<ul style="list-style-type: none"> • sexual assault • domestic and family violence • online resources

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New South Wales cont.	Women's Legal Service NSW – It stops here: #UMatter This initiative aims to promote respectful relationships for Aboriginal girls and boys in secondary schools throughout NSW. The program helps students understand what unacceptable behaviour is, and how to respond to unacceptable behaviour which leads to domestic violence.	<ul style="list-style-type: none"> • healthy relationships • Aboriginal girls and boys • secondary schools • face-to-face
Queensland	R4Respect – R4Respect This initiative is an education and prevention strategy that aims to prevent anti-social behaviour and violence, including violence in personal or intimate relationships.	<ul style="list-style-type: none"> • domestic and family violence • anti-social behaviour • young people • peer-to-peer education
	Cairns Sexual Assault Service – School Education on Consent This program is delivered on request. The program aims to teach students about consent, in order to foster healthy relationships.	<ul style="list-style-type: none"> • consent • students • face-to-face workshops.
	YWCA Australia – Healthy Relationships This initiative is a joint response to YWCA Queensland and TAFE Queensland. It's an online program that aims for learners to think about their attitudes and be accountable for their own behaviour. It aims to equip women, men, girls and boys to foster healthy relationships.	<ul style="list-style-type: none"> • healthy relationships • whole of population • online resources
	Children by Choice – The Sexual and Reproductive Health Education Program This initiative aims for participants to learn about growth and development, relationships, staying safe, and making healthy choices. Sexuality education aims to provide a foundation for the development of healthy sexual identity: provide age-appropriate information, enhancing relationships and more.	<ul style="list-style-type: none"> • sexuality, healthy relationships • young people • schools • one or multiple face-to-face sessions
	WWILD – You and Me Group WWILD runs relationship and sex education groups in collaboration with community organisations.	<ul style="list-style-type: none"> • healthy relationships, sex education • whole of population • community organisations
*	Brisbane Youth Service – A New Future for Young Women: Speak Up for Positive Change against Sexual Violence This initiative is a project that ran three workshops and developed resources aimed at dispelling myths around sexual violence.	<ul style="list-style-type: none"> • sexual violence • young women • face-to-face workshops and online resources

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Queensland cont.		Centre Against Sexual Violence – Logan and Redlands – Love and Relationships This initiative is an education program for boys and girls to explore love and relationships.	<ul style="list-style-type: none"> • consent, healthy relationships • boys and girls • schools • 6-week face-to-face program
		Tablelands Sexual Assault Service – Protective Behaviours/Respectful Relationships Education Session Providing face to face sessions with kindy, primary or secondary students upon request from educational settings. It aims to educate individuals about healthy relationships.	<ul style="list-style-type: none"> • healthy relationships • face to face workshops • students
	*	Immigrant Women’s Support Service – Community Education – Sexual Assault This initiative is community education sessions to groups interested in finding out about domestic violence and sexual violence, services, the law in Australia and other topics as negotiated.	<ul style="list-style-type: none"> • sexual assault • domestic violence • sexual violence • immigrant women
South Australia	*	Australian Migrant Resource Centre – Women’s Empowerment Program This program aims to support women at risk due to trauma, isolation, family violence, lack of English etc. to develop their life skills through mentoring from other women, joining small support and skill formation groups, volunteering and preparing for further education and employment.	<ul style="list-style-type: none"> • sexual violence, domestic family violence, empowering women • CALD women • face-to-face workshops
		KWY – Men’s Programs KWY aims to provide opportunities for men to engage with a culturally safe space to discuss many of the social issues that impact families and communities. A behaviour change program for Aboriginal men, uses a holistic family intervention response to end family violence.	<ul style="list-style-type: none"> • domestic and family violence • Aboriginal and Torres Strait Islander men • behaviour change
	*	Legal Services Commission of South Australia – Community legal education and information sessions This initiative is free legal education sessions for young people, educators, youth workers, professionals working with young people, and other community groups. Topics include domestic and sexual violence.	<ul style="list-style-type: none"> • domestic and family violence • sexual violence • young people, educators, youth workers, professionals • legal context

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South Australia cont.	* *	Legal Services Commission of South Australia – Publications and information about sexual assault and family violence The Commission's website includes many documents and videos to raise awareness and understanding of legal rights regarding domestic and family violence, sexual assault and harassment and consent.	<ul style="list-style-type: none"> • domestic and family violence • sexual assault • sexual harassment • consent • whole population • online resources
	*	Equal Opportunity Commission SA – EOC Resources and publications This initiative is online resources that are available to increase knowledge of diversity principles, legislation and other information to help prevent human right violations including sexual harassment.	<ul style="list-style-type: none"> • sexual harassment • workplaces • whole population • online resources
	*	Working Women's Centre SA – Fact Sheets This initiative is an online resource about sexual harassment at work. It aims to provide suggestions for preventing sexual harassment.	<ul style="list-style-type: none"> • sexual harassment • workplace • online resource
Tasmania	*	Sexual Assault Support Service – Consent is a Conversation This program aims to stop intimate partner violence and sexual harm from occurring. Workshops aim to identify and reduce contributors to harm while promoting healthy, ethical sexual decision making.	<ul style="list-style-type: none"> • sexual assault, domestic and family violence • consent • young people • face-to-face workshops
		The Huon Domestic Violence Service – Wired for Health This initiative is a program that delivers workshops to all year nine students in the Huon Valley. The program includes workshops around consent.	<ul style="list-style-type: none"> • consent • year nine students • schools • face-to-face workshops

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Tasmania	cont.	The Huon Domestic Violence Service – Red Flags Campaign This initiative is a workshop that aims to highlight the early warning signs in an abusive relationship.	<ul style="list-style-type: none"> • domestic violence • whole of population • face-to-face workshop
	*	Department of Communities Tasmania – Laurel House (Sexual Assault Support Service) Laurel house aim to provide education, training and awareness about the issue of sexual assault. They provide education to a range of groups and can provide tailor education to meet different needs.	<ul style="list-style-type: none"> • sexual assault • whole of population
		Department of Communities Tasmania – Sexual Assault Support Service – “Safe, Smart Kids” Primary School Student Workshops This initiative aims to empower children to understand that their bodies are their own, equip them to make positive, ethical choices with regards to their intimate relationships, and ultimately to stop intimate partner violence and sexual harm from occurring within our communities.	<ul style="list-style-type: none"> • healthy relationships • school • primary school students
		Engender Equality – Training Engender Equality aims to deliver primary prevention for violence against women packages in workplace’s and into community groups.	<ul style="list-style-type: none"> • violence against women • workplace • community • face-to-face
		The Carly Ryan Foundation – Healthy Relationships This initiative aims to promote robust and pragmatic discussions about sex and relationships that critically explore the impact of our social climate. It aims to encourage young people to make considered decisions about their behaviour and develop a healthy and realistic sense of self and others.	<ul style="list-style-type: none"> • respectful relationships • young people • face-to-face
		Sexual Assault Support Service – Safe Smart Kids This initiative aims to empower children to understand that their bodies are their own, equip them to make positive, ethical choices with regards to their intimate relationships, and ultimately to stop intimate partner violence and sexual harm from occurring within our communities.	<ul style="list-style-type: none"> • healthy respectful relationships • children • face-to-face workshops

Jurisdiction	Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
Tasmania cont.		<p>Department of Communities Tasmania – Sexual Assault Support Service – Consent is a Conversation</p> <p>This initiative is a range of primary prevention training programs and workshops, for children, adolescents, and adults. Programs and workshops can be delivered in schools and colleges, or other settings anywhere in Tasmania. Content and duration is tailored to meet the identified needs of the audience. Topics include consent, healthy relationships and domestic and family violence.</p>	<ul style="list-style-type: none">• consent• healthy relationships• domestic and family violence• schools• workplaces• children• adolescents• adults• face-to-face workshops
Victoria	*	<p>CASA House – Sexual Assault Prevention Program for Secondary Schools</p> <p>This program aims to reduce the incidence and impacts by sexual assault by addressing the underlying causes and promoting respectful behaviours.</p>	<ul style="list-style-type: none">• sexual assault, healthy relationships• secondary school students• face-to-face workshops
		<p>Respectful Relationships Education in Schools (RREiS) – Our Watch trial</p> <p>This initiative aims to supports schools and early childhood settings to promote and model respect, positive attitudes and behaviours. It aims to teach children how to build healthy relationships, resilience and confidence.</p>	<ul style="list-style-type: none">• healthy relationships• school students• early childhood settings• face-to-face workshops
		<p>Jesuit Social Services – Modelling, Respect and Equality Program</p> <p>This initiative is a program for men and women, aged 18 and above. The program aims to build people’s skills and knowledge to help them create change in their community around issues of respect and equality.</p>	<ul style="list-style-type: none">• respect and equality• men and women• face-to-face workshop
		<p>Multicultural Centre for Women’s Health – Equality@Work</p> <p>This initiative is a workplace prevention program that aims to address gender equality and other intersecting forms of inequality which make immigrant and refugee women vulnerable to family violence and other forms of violence against women.</p>	<ul style="list-style-type: none">• gender equality, family violence• CALD women, employees, employers• workplaces• face-to-face workshop
		<p>Playgroup Victoria – All Come Out to Play!</p> <p>This initiative aims to help children to learn about respectful relationships and gender equality through music, song and dance.</p>	<ul style="list-style-type: none">• respectful relationships• gender equality• early childhood• face-to-face workshops

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Victoria cont.		Gender Equity Victoria – Online Active Bystander Project This initiative is a social media toolkit and video with the aim to help become active bystanders on social media. The toolkit aims to encourage people to stand up for what they think is right online and step in when they see someone participating in or encouraging discrimination.	<ul style="list-style-type: none"> • gender equality • bystanders/ potential bystanders • online toolkit and video
		Djirra – Sharing stories, finding solutions – Dilly Bag Dilly Bag focus on family violence prevention. It's a four-day residential program that aims to draw on cultural principles to promote healing, to motivate and to unlock the potential within each participant according to their expectations and circumstances.	<ul style="list-style-type: none"> • family violence • cultural context • Aboriginal and Torres Strait Islander men and women • workshop
	*	Women's Health Victoria – Being an Active Bystander This initiative is training which aims to support participants to speak up when confronted with everyday sexism and sexual harassment as well as a range of behaviours and attitudes that justify, excuse, blame, trivialise or minimise violence against women.	<ul style="list-style-type: none"> • sexism and sexual harassment • bystanders/potential bystanders • workshops
		Djirra – Sharing stories, finding solutions – Young Luv Young Luv is a family violence prevention program. It is designed for Aboriginal young women (age 13-18). It's a half day activity aimed to engage Aboriginal teenagers in a culturally safe space where they can talk about, reflect on and better understand important issues affecting their lives.	<ul style="list-style-type: none"> • family violence • young Aboriginal women • cultural context • face-to-face program
	*	Victoria Equal Opportunity and Human Rights Commission – Sexual Harassment Online Resources This initiative is online resources, for individuals to educate themselves about sexual harassment, including examples, where it can occur, and what you can do if you are sexually harassed.	<ul style="list-style-type: none"> • sexual harassment • workplaces • employees and employers • online resources

Jurisdiction	Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
Victoria cont.	*	Multicultural Centre for Women's Health – Family and Reproductive Rights Education Program This initiative is a state-wide program that aims to prevent female genital mutilation / cutting and address sexual and reproductive health issues in communities. Further we provide health professionals with consultation and training opportunities around these target groups and issues.	<ul style="list-style-type: none"> • female genital mutilation / cutting • sexual and reproductive health • community context
		Djirra – Sharing stories, funding solutions – Sisters Day Out Sisters Day Out is a cultural and wellbeing workshop. It aims for Aboriginal women support each other, get information about legal rights and options, and engage with mainstream and Aboriginal support services. The program focuses on family violence.	<ul style="list-style-type: none"> • family violence • Aboriginal women • workshop
		Family Violence Victoria Legal Aid – Family Violence Resources This initiative provides basic legal information about family violence law in Australia. It's part of a series of videos about family law for people who have recently arrived in Australia.	<ul style="list-style-type: none"> • family violence • family law education • recent migrants • online resources
		Women's Health Victoria – Primary Prevention Violence Against Women Monitoring and Evaluation Masterclass This initiative aims to build participants confidence and skills to undertake effective monitoring and evaluation as part of their primary prevention of violence against women and family violence work.	<ul style="list-style-type: none"> • family violence • violence against women • women • face-to-face
		Women's Health Victoria – Gender Transformative Practice to Prevent Violence Against Women Masterclass This initiative aims to build participants confidence and skills to undertake effective gender transformative practice as part of their primary prevention and gender equality work. This program explores the key theoretical principles underpinning gender transformative work.	<ul style="list-style-type: none"> • gender inequality • women • face-to-face workshops

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Victoria cont.		Drummond Street Services – WithResepct WithRespect is a family violence and intimate partner violence services. One of the aims is to prevent intimate partner and family violence in LGBTIQ+ communities before it occurs.	<ul style="list-style-type: none"> • family violence • LGBTIQ+ communities
		Women’s Health Victoria – Prevention of Violence Against Women – Communication Masterclass This initiative aims to build participant’s confidence and skills in crafting and sharing stories that communicate the drivers of violence against women.	<ul style="list-style-type: none"> • violence against women • women • communication skills • face-to-face
Western Australia		The South West Women’s Health and Information – Consent is a Conversation The program aims to stop intimate partner violence and sexual harm from occurring. Detailed workshops aim to identify and reduce contributors to harm, while promoting healthy and ethical sexual decision making.	<ul style="list-style-type: none"> • healthy relationships, violence and consent • young people • face-to-face workshops
	*	National Indigenous Australian Advocacy – SARC Education and Training Services The initiative is a state-wide training and education services to health and other professionals on responding to sexual violence, managing the care of people who have experienced a sexual assault and managing vicarious trauma.	<ul style="list-style-type: none"> • response to sexual violence • health care professionals • interactive workshop
		WA Child Safety Services – Teen Talk A program aimed at young people and their parents/carers and teachers. It aims to teach concepts about protective behaviours, cyber safety, healthy relationships and the impact of pornography. The program aims to prevent sexual abuse, family domestic violence and other forms of harm to young people.	<ul style="list-style-type: none"> • healthy relationships, impact of pornography, cyber safety and protective behaviours • young people, parents/carers, educators • school contexts, household contexts

Jurisdiction	Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
Western Australia cont.		Department of Health WA – Sexual Assault Resource Centre – General Education and Training This initiative provides training opportunities related to sexual violence and trauma, to workers, volunteers and students in WA. Training includes consent and relationships training that's suitable for post-school age youth. It covers key concepts about sexual consent, safety and relationships aspect of sex.	<ul style="list-style-type: none"> • consent, healthy relationships • students, workers, volunteers • sexual assault resource centre
		University of Western Australia – Step Up Bystander Training This workshop aims to explore the importance of being an ethical bystander to create a safe and supportive community. It aims to cover the reasons why we often don't intervene in problem situations to support others, explore the pros and cons of helping and explore the practical uses of the Step Up Action Plan.	<ul style="list-style-type: none"> • bystander/potential bystander • university community – students, educators • face-to-face
	* *	People with Disabilities WA – Disability Safe Week This initiative is online resources with information on what is violence, abuse and neglect including sexual harassment and violence in Easy Read English, with WA information on where to get help.	<ul style="list-style-type: none"> • sexual harassment and violence • people with disabilities • online resources
	*	Commissioner for Children and Young People WA – Harmful sexual behaviours This initiative aims at improving the understanding of children and young people with harmful sexual behaviours and enhancing responses to children and young people who may be harming themselves or others.	<ul style="list-style-type: none"> • sexual violence • children and young people exhibit sexual behaviours • face-to-face training
	*	Anglicare WA – Kimberley Sexual Abuse Prevention and Support Services This initiative aims to deliver group work programs and community education initiatives around sexual assault and sexual abuse. It aims to help recognise the symptoms and effects of sexual assault and sexual abuse. Additionally, they aim to provide support for healing.	<ul style="list-style-type: none"> • sexual assault • sexual abuse • community education • whole of population • face-to-face workshops

Jurisdiction	Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
Western Australia cont.	*	Desert Blue Connect – Family Violence Prevention Resources and Workshops This initiative aims to provide resources, information and programs on respectful relationships and prevention of family violence. These workshops are often incorporated with sexual assault and women’s health workshops. These are available in community settings, workplaces, correctional facilities and educational institutions.	<ul style="list-style-type: none"> • family and domestic violence • respectful relationships • sexual assault • women’s health • community settings, workplaces, correctional facilities, educational institutions
	*	Southern Aboriginal Corporation – Family Violence Prevention Service – Legal Education This initiative aims to provide community legal education to Aboriginal adults and children. The legal education includes family violence and family law.	<ul style="list-style-type: none"> • domestic and family violence • sexual assault • aboriginal children and adults • legal education
		WA Child Safety Services – Protective Behaviours Education This initiative is a child abuse prevention and personal safety program targeted at primary school aged children, their parents/carers and teachers. The program is delivered in both group settings and in one-on-one contexts.	<ul style="list-style-type: none"> • child abuse • personal safety • children • parents/carers • teachers • schools • households • face-to-face
	*	WA Department of Health – Sexual Assault Resource Centre – Online Resources This initiative is a suite of online resources about sexual assault, consent and sexual violence. It includes posters for schools, resources for Aboriginal and Torres Strait Island communities and resources for those working in sexual assault.	<ul style="list-style-type: none"> • sexual violence • sexual assault • consent • online resources
		University of Western Australia – Consent Matters This initiative is an online course that aims to help individuals understand what sexual consent is, the laws around consent, identify situations where consent can and can’t be given, reflect personal boundaries, identify ways you could step in if you see or hear about an unsafe situation and learn about support available for anyone affected by sexual violence.	<ul style="list-style-type: none"> • consent • university students • university • online course

Jurisdiction	Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
Western Australia cont.	* *	Desert Blue Connect – Sexual Assault Prevention Resources and Workshops This is initiatives and programs aim to contribute towards preventing and responding to sexual violence. The prevention work addresses sexual violence, sexual assault, sexual harassment, technology facilitated sexual violence and youth sexual violence.	<ul style="list-style-type: none"> • sexual violence • sexual harassment • sexual assault • whole population • online resources • face-to-face workshops

- *sexual violence
- *sexual harassment

8.3 Educating providers

Upskilling the workforce – capacity building and skills-based training

Jurisdiction	Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
National		eSafety – Toolkit for Universities The Toolkit aims to help university communities be safer online by building greater awareness of online safety risks, providing guidance on how to prevent, prepare for and respond to online safety incidents, and supporting student and staff wellbeing.	<ul style="list-style-type: none"> • online safety • university students, academics and teaching staff • suite of 14 online resources
		eSafety – Webinars for parents and carers These live webinars aim to explore the latest research and they are a great way to learn how you can help your child develop the skills to be safer online. Topics include helping kids thrive online, keeping safe and healthy online.	<ul style="list-style-type: none"> • online safety • parents and carers • risk and protective behaviours • online seminars
		Reach Out – Classroom resources ReachOut have multiple online resources for teachers, including around inclusion, building respect in relationships and enhancing interpersonal skills in relationships.	<ul style="list-style-type: none"> • healthy relationships • teachers • online resources
	*	Diversity Australia – Sexual Harassment Training The course aims to help employers, employees and leaders to understand sexual harassment, legislation, and how to prevent harassment in the workplace.	<ul style="list-style-type: none"> • sexual harassment • workplaces • employees, employers • online training
		No to Violence – Training and professional development No to Violence provides a range of training and professional development to a variety of audiences, from practitioners of differing experience levels to corporate leadership and human resources. It aims to educate those about what violence is and how to prevent violence.	<ul style="list-style-type: none"> • domestic and family violence • employers • employees • workplaces
		Rape and Domestic Violence Services Australia – Sex, Safety & Respect: ethical leadership This four-hour workshop is for university staff working in student housing, senior academic staff, and academic and professional staff from other key departments in the university. The aim is to learn about ethical leadership, when it comes to consent, sex, respect and safety.	<ul style="list-style-type: none"> • healthy relationships • consent • university staff • universities • face-to-face workshop

Jurisdiction	Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
National cont.	✱	Body Safety Australia – Workshops for adults Body Safety Australia partners with parents and care-givers in early learning and school settings, as well as in the broader community, to ensure that adults have access to evidence-backed and up-to-date information about respectful relationships, sexual violence, sexual assault and more.	<ul style="list-style-type: none"> • domestic and family violence • sexual violence • respectful relationships • parents • caregivers • schools and early learning settings
		Education Services Australia – Student Wellbeing Hub The Student Wellbeing Hub is a central online space with information, resources and professional development for Australian teachers, students and parents, to promote the wellbeing and resilience of young people. The initiative includes resources around respectful relationships education.	<ul style="list-style-type: none"> • healthy relationships • teachers, parents, students • online resources
	✱	Rape and Domestic Violence Services Australia – Ethical Pedagogical practices: respectful supervisory relationships This initiative aims to be specifically for supervisors overseeing research/PhD students. Aims to create a shift in individual ethical practices specific to the supervisor/supervisee relationship, and contribute to an overall decrease in sexual harassment and sexual assault of HDR students.	<ul style="list-style-type: none"> • sexual harassment • sexual assault • PhD supervisors • universities
	✱		
		Lifeline DV Alert – eLearning General This initiative aims to build the knowledge and capacity of community frontline workers to provide appropriate support to women and children in Australia through eLearning. The initiative aims to enable trainees to recognise the signs of domestic violence, respond appropriately and refer the case if necessary.	<ul style="list-style-type: none"> • domestic violence • community frontline workers • online resources
	✱	Fair Work Ombudsman – Online Resources Fair Work aims to provide online resources about discrimination in the workforce, the protections employees have at work, information about harassment in the workforce, and how they can help you.	<ul style="list-style-type: none"> • workplace harassment • workplace discrimination • employees • workplaces • online resources

Jurisdiction	Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
National cont.		LifeLine DV Alert – eLearning Disabilities This initiative is online training that aims to train participants to recognise the signs of domestic violence when dealing with women with disabilities. Additionally, aims to teaches participants to respond accordingly and refer to appropriate services.	<ul style="list-style-type: none"> • frontline workers • people with disabilities • online workshop
		ReachOut – Resources for parents and carers ReachOut provides resources for parents and carers, about how to teach teenagers to be respectful in their relationships.	<ul style="list-style-type: none"> • healthy relationships • parents/carers • online resources
	* *	Rape and Domestic Violence Services Australia – Good Night Out This initiative is an accredited program to licensed premises, which aims to support those who work in or run venues, pubs, bars, clubs and festivals to better understand, respond to and ultimately prevent sexual harassment and assault in their spaces.	<ul style="list-style-type: none"> • sexual harassment • sexual assault • workers in venues – pubs, bars, clubs and festivals • face-to-face and online
	*	Diversity Australia – Respectful Workplace Program This program aims to help staff identify unacceptable workplace behaviours, including sexual harassment, bullying and discrimination. Additionally, educates them on legislation and sexual harassment prevention.	<ul style="list-style-type: none"> • sexual harassment • bullying • discrimination • workplace • employees • employers • face-to-face • online
Australian Capital Territory		Sexual Health and Family Planning ACT (SHFPACT) – Protective behaviours, sexuality and relationship education for educators/teachers This initiative is training for ACT teachers/educators in the design, delivery, and evaluation of learning programs across early childhood, primary and secondary schools. It aims to provide age – and developmentally appropriate sexuality and relationships, social skills and protective behaviours	<ul style="list-style-type: none"> • healthy relationships • educators and teachers • professional development program
	*	YWCA Canberra – Workplace prevention of violence training This program supports employers in recognising their role in ending violence against women. The program aims to support employers/ managers to support their employees who may experience or use violence in domestic/ family / intimate relationships.	<ul style="list-style-type: none"> • sexual harassment • domestic and family violence • workplace • employers

Jurisdiction	Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
Australian Capital Territory	cont.	SHFPACT – SoSAFE! Framework/Program SoSAFE! is a set of visual and conceptual tools designed for the learning, communication and cognitive needs specifically for people with moderate-severe intellectual disability and is used by others with cognitive challenge and neurodiversity. SoSAFE! teaches core social safety concepts and skills.	<ul style="list-style-type: none">• safety• people with disabilities• educators, parents, carers• online resources/toolkits
Northern Territory	*	NT Working Women’s Centre – Appropriate Workplace Behaviours: Defining and Dealing with Sexual Harassment This initiative is training targeted at employers who want to prevent and eliminate sexual harassment in the workplace.	<ul style="list-style-type: none">• sexual harassment• workplace• face-to-face training
		NT Working Women’s Centre – Domestic and Family Violence Work Aware This initiative is a training package to employers and employees about domestic and family violence, encompassing sexual violence, and its intersection with the workplace.	<ul style="list-style-type: none">• domestic and family violence• employee and employers• workplaces• face-to-face workshop
		Northern Territory Anti-Discrimination Commission – Challenging Unconscious Bias This initiative aims to explore diversity, improve inclusivity and tackle stereotypes in the workplace. Examines what unconscious bias is and where it comes from, and its impacts on others in the workplace. The workshop includes strategies on how to reduce and managed.	<ul style="list-style-type: none">• equality• employees and employers• workplace• face-to-face workshops
	*	NT Working Women’s Centre – Community Education Programs This initiative aims to deliver free community education programs on the rights at work, specifically targeting vulnerable workers.	<ul style="list-style-type: none">• workplace harassment• employees• face-to-face workshop
New South Wales		Mum for Mum NCJWA – Healthy Relationships Training All volunteers are trained in what a healthy relationship looks like and how to identify the red flags of what could be considered unhealthy.	<ul style="list-style-type: none">• healthy relationships• volunteers at mum for mum• face-to-face training
		CNS Precision Assembly – Respecting your Teammates This program is delivered to intellectually disabled employees and their colleagues. The sessions aim to focus on acceptable communication and no touching strategies.	<ul style="list-style-type: none">• healthy working relationships• people with disabilities• workplaces• face-to-face training

Jurisdiction Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
New South Wales cont.	NSW Health – Education Centre Against Violence This initiative is a state-wide unit responsible for workforce development in the specialist areas of prevention and response to violence, abuse and neglect. It aims to provides state-wide face to face and online worker training, awareness programs, consultation, supervision and resource development.	<ul style="list-style-type: none"> • violence, abuse and neglect • employees • workplaces • online and face-to-face
	Cumberland City Council – Training for community leaders about domestic violence and family violence This initiative is Train the trainer sessions for CALD community leaders about domestic and family violence. The leaders were then supported to deliver community education sessions for their cultural communities including Tamil, Sierra Leone and South Sudan	<ul style="list-style-type: none"> • domestic and family violence • CALD communities • face-to-face training
Queensland *	True Relationships and Reproductive Health – Do you know the signs? Child protection program This initiative aims to assist educators working in early learning education centres to support healthy sexuality and sexual behaviours; enable centres to implement protective factors, with respect to childhood sexual abuse; identify, respond to and report early signs of harm.	<ul style="list-style-type: none"> • childhood sexual abuse • educators • early childhood • face-to-face workshop
*	Queensland Centre for Domestic Violence and Family Violence – Education and training Our training is designed for a wide range of professionals, including practitioners in the community, family, education and health sectors, as well as specialist family violence workers. Topics include sexual violence.	<ul style="list-style-type: none"> • sexual violence • domestic and family violence • service providers • face-to-face and online
*	Domestic Violence Action Centre – “It’s Time We Talked” – Porn, Sexual Violence and Young People This initiative is a professional development session for stakeholders working with young people and community education evening targeting parents and caregivers to support discussions around pornography, sexual violence and consent.	<ul style="list-style-type: none"> • sexual violence • pornography • stakeholder working with young people <ul style="list-style-type: none"> – parents, caregivers, education • face-to-face

Jurisdiction	Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
Queensland	*	Children by Choice – Professional Development Training This initiative involves various programs including training for professional in domestic and family violence, sexual assault and women's health and wellbeing services. Training includes topics, such as reproductive coercion.	<ul style="list-style-type: none"> • sexual assault, domestic and family violence, women's health • employees • workplaces • service providers
		WorkUP Queensland – Professional Development Training In this initiative WorkUP works in partnership with the sector to deliver innovative and tailored professional development solutions responsive to regional needs. Training includes reproductive coercion training in the context of unplanned pregnancy decision making.	<ul style="list-style-type: none"> • domestic and family violence • service providers • professional development
		WorkUP Queensland – Practice Studios This initiative aims to bring current evidence, research and knowledge to life in real world settings. They aim to give sexual violence, women's health and domestic and family services the opportunity to lead the way to discover what it takes to implement evidence in practice.	<ul style="list-style-type: none"> • sexual violence • domestic and family violence • women's health • service providers employees • professional development • face-to-face workshops
		WorkUP Queensland – Knowledge Circles This initiative involves sharing practice and learning. Specially for Aboriginal and Torres Strait Islander workforce in sexual assault, domestic and family violence and women's health and wellbeing services. It aims to better understand, shape and support the workforce.	<ul style="list-style-type: none"> • sexual assault • domestic and family violence • women's health • Aboriginal and Torres Strait Islander workforce in service provides • face-to-face
South Australia	*	Working Women's Centre SA – Workplace training to prevent and address sexual harassment The training aims to help organisations to increase knowledge of what sexual harassment in the workplace is according to legislation. Organisations learn practical strategies to prevent sexual harassment at work and how to create a positive workplace culture, free from inappropriate behaviours.	<ul style="list-style-type: none"> • sexual harassment • workplaces • face-to-face

Jurisdiction	Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
South Australia cont.		Women's Safety Services SA – Training and professional development for workers and community This initiative is tailored training packages and professional development workshops/seminars, that aims to raise awareness and understanding about domestic violence and its effects, for workers in other agencies such as counsellors, mediators, police, nurses, social/youth workers, teachers.	<ul style="list-style-type: none"> • domestic violence • workers and community • workshops and seminars
		Working Women's Centre SA – Workplace equity and respect training Workplace training that aims to provides organisations the tools needed to facilitate change in the workplace and community to address the gendered drivers of violence e.g. processes to improve workplace culture and consciously support gender equity.	<ul style="list-style-type: none"> • gender equity • workplace • employers
	*	Business SA Chamber of Commerce an Industry – Equal Opportunity for Managers Course This initiative aims to educate managers about sexual harassment, its impacts and steps to prevent or respond.	<ul style="list-style-type: none"> • sexual harassment • managers • workplaces • face-to-face
	*	Equal Opportunity Commission SA – Training This initiative is both in-house training and workplace training regarding preventing workplace harassment.	<ul style="list-style-type: none"> • workplace harassment • employers • employees • workplace
	*	Business SA Chamber of Commerce and Industry – Bullying, discrimination and sexual harassment This initiative is courses, that aim to promote a positive workplace culture and teach organisation how to manage he risks of sexual harassment.	<ul style="list-style-type: none"> • sexual harassment • bullying • discrimination • workplaces • employers • employees • face-to-face training and online training
Tasmania	*	Sexual Assault Support Service – Keeping Kids Safe This workshop is developed for people employed to work with children, parents and caregivers. The focus is on reducing the occurrence and impacts of child sexual assault to create a safer community.	<ul style="list-style-type: none"> • sexual abuse • employers who work with children, parents, caregivers • face-to-face workshop

Jurisdiction Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
Tasmania cont.	Sexual Assault Support Service – Undressing Pornography This initiative aims to help parents/carers and clinicians and support workers who work with young people, child and adults. It aims to help them understand porn, identify its impacts and how to engage in conversations with young people about it.	<ul style="list-style-type: none"> • pornography • parents/carers • clinicians and support staff working with adults, young people or children • online workshop
*	Sexual Assault Support Service – Child Safe Spaces This initiative is professional development workshop for instructors in environments such as dance, gymnastics and team sports. It aims to reduce the occurrence and impacts of child sexual assault by creating safe environments, as well as responding to disclosures.	<ul style="list-style-type: none"> • child sexual abuse • professional development • instructors – dance, gymnastic, team sports • face-to-face
Victoria	VicHealth – Managing resistance to gender equality This initiative is tools and resources to education organisations on how manage resistance/backlash to their prevention programs on gender equality. This occurs primarily through communication and organisation change strategies.	<ul style="list-style-type: none"> • gender equality • organisations with primary prevention on gender equality • tools and resources
*	Victorian Trades Hall Council – Safe and Respectful Workplaces Training This initiative is two-day training that focuses on industrial and OHS legislation that is aimed to be used to prevent and address gender violence and sexual harassment in the workplace/s	<ul style="list-style-type: none"> • sexual harassment and gendered violence • workplaces • face-to-face training
	Women’s Health Victoria – Take a Stand This initiative is a program that aims to support workplaces in preventing and responding to domestic violence, by taking a stand against sexism and promoting a respectful and safe workplace for all.	<ul style="list-style-type: none"> • domestic violence • respectful and safe workplace relationships • workplaces
*	Victorian Equal Opportunity and Human Rights Commission – Raise It! Raise it! was a pilot project that was developed and delivered with the aim for Victorian workers to have safe conversations about sexual harassment, pregnancy and other issues. This pilot project evaluated how conversations prevented harassment and discrimination occurring.	<ul style="list-style-type: none"> • sexual harassment, pregnancy • employees • workplaces • toolkit

Jurisdiction	Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
Victoria cont.		Women's Health Victoria – Masterclass series for primary prevention practitioners A series of three masterclasses for experienced practitioners in the primary prevention of violence against women covering: storytelling; gender transformative practice; and monitoring & evaluation.	<ul style="list-style-type: none"> • violence against women • primary prevention practitioners • face-to-face workshops
		Women's Health Victoria – Accredited gender equity training and micro credentials This initiative is an accredited course in gender equity that comprises of 8 units. It aims to equip individuals with the knowledge, skills and solutions to engage in gender equity work and identify and address gender equality issues in the workplace.	<ul style="list-style-type: none"> • gender equality • gender equity • upskilling workforce • face-to-face course
		Women's Health Victoria – Safe and Supported: Building workplace response to family violence This initiative aims to support workplaces to implement programs for the prevention of family violence in a safe and supportive way. It builds the knowledge and confidence of managers and staff in designated family violence support roles to provide a supportive and appropriate responses.	<ul style="list-style-type: none"> • domestic and family violence • staff and managers • workplaces
Western Australia		Stopping Family Violence WA – Safe and Together This initiative aims to provide training to support organisations to become more domestic violence informed.	<ul style="list-style-type: none"> • domestic violence • organisations • face-to-face workshops
		Department of Community WA – Respectful Relationships Teaching Support Program This program supports school staff to teach students about healthy and positive relationships in the context of family and domestic violence prevention, and the implementation of a whole of school approach to violence prevention.	<ul style="list-style-type: none"> • respectful relationships • teachers and staff • schools • online and face-to-face
		Department of Communities – Respectful Relationships Teacher Support Program This initiative aims to support and train teaching staff and schools to deliver respectful relationships to young people.	<ul style="list-style-type: none"> • respectful relationships • teachers • schools • face-to-face and online

8.4 Fostering coalitions and networks

Community engagement and mobilisation – discussion groups, networks and advocacy

*sexual violence

*sexual harassment

Jurisdiction	Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
National		White Ribbon Australia – Ambassador Program This initiative aims to encourage men to make women's safety a man's issue too. Ambassadors and advocates aim to seek opportunities to educate and partner with men about ways they can make a real difference to stop violence against women.	<ul style="list-style-type: none"> • violence against women • men • community events, campaigning at national and local level, engaging and educating their peers
		Intersex Human Rights Australia – Systemic advocacy on protecting the human rights on intersex people This initiative aims to promote human rights, health and bodily autonomy. Their goals are to help create a society where intersex bodies are not stigmatised, and where their rights as people are recognised.	<ul style="list-style-type: none"> • human rights, health and bodily autonomy • intersex people • advocacy
		Office for Women – National Summit to Reducing Violence Against Women The Summit was held in 2018 and featured closed-door discussions, panel sessions and debates with a focus on solutions to shape future policies. This Summit is an opportunity to consider and collate feedback received from stakeholders and to inform the development of the Fourth Action Plan.	<ul style="list-style-type: none"> • violence against women • whole of population • national summit – panel discussion, debates
		National Rural Women's Coalition – Health and Wellbeing Roundtable This initiative aims to bring together a diverse group of informed rural women from all parts of Australia to examine what support can be provided to rural and remote women who experience family violence. Occurred in 2015.	<ul style="list-style-type: none"> • family violence • rural women • roundtable
		No to Violence – Advocacy and media to end men's family violence No to Violence has media releases, policy submissions and partnerships with organisations, with the aim to help prevent violence. They provide advice based on evidence-informed interventions to government.	<ul style="list-style-type: none"> • family violence • government • advocacy
		Our Watch – Ambassadors Ambassadors work with Our Watch to help prevent violence against women and their children in Australia. The ambassadors include prominent figures, who can bring awareness to the issue.	<ul style="list-style-type: none"> • violence against women • whole of population • ambassadors

Jurisdiction	Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
National cont.		National LGBTI Health Alliance – Health in Difference This initiative is a conference on health and wellbeing of the LGBTIQ+ people and communities. The program includes presentations about understanding family and interpersonal violence, such as "Violence in our communities: Working with LGBTIQ perpetrators of intimate partner violence".	<ul style="list-style-type: none"> • domestic and family violence • healthy relationships • LGBTIQ+ people • conference
	*	Australian Refugee Association – Communities for Change This initiative is a peer-led awareness project working with refugee communities in the prevention of domestic and sexual violence. The project will be delivered in partnership with volunteer community educators recruited from over 15 refugee communities.	<ul style="list-style-type: none"> • sexual violence • domestic and family violence • refugee communities • community discussion groups • face-to-face
	*	Rape and Domestic Violence Services Australia – Hey Sis, we’ve got your back This project aims to address sexual assault as a threat to the safety and wellbeing of Indigenous communities by supporting Indigenous women working in communities against sexual assault and developing culturally appropriate prevention initiatives to stop sexual assault in Indigenous communities.	<ul style="list-style-type: none"> • sexual assault • Indigenous women • Indigenous communities
		Male Champions of Change – A strategy focused on gender equality Male Champions of Change (MCC) Institute works with influential leaders to redefine men’s role in taking action on gender inequality. It activates peer groups of influential male leaders, supports them to step up beside women, and drives the adoption of actions across private sector and government.	<ul style="list-style-type: none"> • role models • leadership • gender equality
Australian Capital Territory		Canberra Multicultural Community Forum-Canberra Multicultural Women Forum This initiative is a forum for CALD women. The forum aims to support CALD women in fostering cooperation and support, build capacity for community leadership, address specific issues which target women groups of refugees such as violence. Additionally, it aims to develop communication channels reaching out to ACT CALD women.	<ul style="list-style-type: none"> • domestic and family violence • multicultural, CALD, refugee women • forum
Northern Territory	*	Central Australian Family Violence and Sexual Assault Network The network brings together over 40 Central Australian government and non-government agencies, working in the field of domestic, family violence and sexual violence, or who have substantial numbers of clients impacted by domestic, family violence and sexual violence.	<ul style="list-style-type: none"> • domestic and family violence, sexual violence, sexual assault • government and non-government agencies • network

Jurisdiction Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
Northern Territory cont.	NT Working Women's Centre – Systemic Advocacy This initiative is advocacy with the aim to influence policy and practice to prevent violence against women.	<ul style="list-style-type: none"> • violence against women • advocacy
New South Wales	Woollahra Municipal Council – Eastern Suburbs Domestic Violence Network The Council sits on the Eastern Suburbs Domestic Violence Network is an inter-agency group that includes front line support workers and Council staff from the broader eastern suburbs area.	<ul style="list-style-type: none"> • domestic violence • women and families in Woollahra • network
	Domestic Violence NSW – Voices for Change This initiative aims to provide opportunities for women who have experience violence to undertake advocacy, recognises the importance of women's voices and aim to ensure that the voices of survivor advocates are heard. Additionally, they aim to contribute to a more accurate, sensitive and gender equitable public discourse on violence against women.	<ul style="list-style-type: none"> • advocacy for women who have experienced violence • whole population • amplifies women's voices
	Domestic Violence NSW-NSW Collaboration for the Primary Prevention of Gender-Based Violence This initiative aims to promote collaboration, information and resource sharing, strengthening an intersectional feminist approach, build understanding of gendered drivers, advocate for policy and law change and contribute to evidence base.	<ul style="list-style-type: none"> • gender-based violence • whole population • collaboration across industries
	ACON – The NSW LGBTIQ+ DFV Interagency This initiative is group of community organisations and government agencies committed to improving access to support for lesbian, gay, bisexual, transgender, intersex and/or queer (LGBTIQ) people experiencing violence.	<ul style="list-style-type: none"> • domestic and family violence • LGBTIQ+ people • interagency
	Cumberland City Council – Domestic Violence Community of Practice This initiative is a network of services and community organisation in the Cumberland local government area. It aims to provide a strategic network to share relevant information, discuss best practice and take collaborative actions to effectively address domestic and family violence in the local area.	<ul style="list-style-type: none"> • domestic violence • population in Cumberland local government area • network

Jurisdiction	Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
New South Wales	*	Domestic and Family Violence and Sexual Assault Council – Advocacy The Council is an alliance between government and non-government representatives working to address domestic and family violence and sexual assault in NSW. It strives to be an integrated response to domestic and family violence and sexual assault, providing advice to the NSW Government.	<ul style="list-style-type: none"> • domestic and family violence • sexual assault • government and non-government
	*	A Safe State – Advocacy – Final Policy Platform A Safe State aims to provide government and politicians recommendations and has campaigns to prevent sexual and domestic violence. They call on political parties to commit to creating cultural change to prevent violence.	<ul style="list-style-type: none"> • sexual violence, domestic and family violence • government • advocacy
	*	Domestic Violence NSW – Voices for Change This initiative aims to provide opportunities for women who have experienced violence to undertake advocacy. The aim is to contribute to a more accurate, sensitive and gender equitable public discourse on violence against women.	<ul style="list-style-type: none"> • domestic and family violence • sexual violence • people with lived experiences • advocacy
		Northern Beaches Council – Religious and Cultural Leaders Domestic Violence Forum This initiative is a partnership with local services and Council, alongside Relationships Australia to use their domestic violence forum model. The forum is for religious and cultural leaders on the Northern Beaches, it aims to understand domestic violence and build capacity in them to better support their congregations/groups.	<ul style="list-style-type: none"> • domestic violence • religious and cultural leaders • forum
Queensland	*	Queensland Sexual Assault Network (QSAN) QSAN is a network of non-Government services funded to provide specialist Sexual Assault Support and Prevention Programs in Queensland. They represent a range of diverse services.	<ul style="list-style-type: none"> • sexual assault • facilitates collaboration, cooperation and support • upskilling and information sharing • targeted at specialised services
	*	Ending Violence Against Women Queensland – Sexual Violence Advocacy This peak body aims to advocates for the rights of women in Queensland to live free of violence including sexual violence. It provides leadership, contributes to research and resources, provides policy advice and monitoring and raises public awareness	<ul style="list-style-type: none"> • sexual violence • women • advocacy

Jurisdiction Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
Victoria	Safe steps– Survivor Advocate Program The safe steps Survivor Advocate Program is an initiative aimed to empower women who have a lived experience of family violence to safely and effectively share their personal stories and raise awareness of family violence with a range of community and media audiences.	<ul style="list-style-type: none"> • family violence advocacy • whole population • speaking at seminars, workplaces and community events
	Family Safety Victoria – Dhelk Dja: Safe Our Way – Strong Culture, Strong Peoples, Strong Families This initiative is a partnership with Aboriginal communities to address family violence. It aims to have Aboriginal services and government to work together, ensures the community is getting the right services and reflects the voices of indigenous.	<ul style="list-style-type: none"> • family violence • Aboriginal and Torres Strait Islander communities • partnership
	Multicultural Centre for Women’s Health – Women’s Health Services Workforce Capacity Building This initiative aims to build networks and capacity among migrant and regional women's organisations to magnify existing efforts to prevent violence against women.	<ul style="list-style-type: none"> • violence against women • migrant women • networks
	Multicultural Centre for Women’s Health – Getting Equal The initiative aims to promote gender equality by addressing the ways women experience discrimination. By supporting women to identify and develop the strategies that will work best for their specific social and local contexts, this project aims to increase their social and economic participation.	<ul style="list-style-type: none"> • workplace discrimination • multicultural women • community context
Western Australia	The South West Women’s Health and Information Centre This initiative is advocacy to women via counselling roles. If sexual violence or sexual harassment is described to the counsellor, advocacy or strategies would be offered.	<ul style="list-style-type: none"> • sexual violence, sexual harassment • women with lived experience • advocacy

8.5 Changing organisational practices

Organisation change – whole of organisation approaches

*sexual violence

*sexual harassment

Jurisdiction	Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
National		National Disability Service – Zero Tolerance Zero Tolerance is an initiative led by NDS in partnership with the disability sector. It assists disability service providers to understand, implement and improve practices which safeguard the rights of people they support, including a clear message that abuse, neglect and violence are not okay.	<ul style="list-style-type: none"> • abuse and neglect of people with disabilities • disability service providers
		Workplace Gender Equality Agency – Employer of Choice for Gender Equality The WGEA Employer of Choice for Gender Equality citation is a leading practice recognition program that aims to encourage, recognise and promote active commitment to achieving gender equality in Australian workplaces.	<ul style="list-style-type: none"> • gender equality • workplaces • employers • recognition program
	*	Universities Australia – Respect. Now. Always. This initiative aims to prevent sexual violence in university communities and improve how universities respond to and support those who have been affected. It aims to raise awareness about sexual assault and sexual harassment, obtain data to guide further improvements in university policy and assist universities to share resources across the sector.	<ul style="list-style-type: none"> • sexual violence • university community • survey, campaigns, sharing resources
		Our Watch – Workplace equality and respect standards The Workplace Equality and Respect process helps organisations to assess their organisation to national standards, to help them take action to ensure gender equality and respect in the workplace.	<ul style="list-style-type: none"> • gender equality • workplaces • standards
Australian Capital Territory		Sexual Health and Family Planning ACT – ACT safe and Inclusive Schools This initiative is a local program of support to assist school communities to be safe, welcoming and inclusive of all students, families and staff. The Initiative has a specific focus on diversity in sex, gender and sexuality.	<ul style="list-style-type: none"> • equality – sex, gender, sexuality • schools • school communities

Jurisdiction	Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
Northern Territory	*	Northern Territory Anti-Discrimination Commission – Preventing Discrimination, Harassment and Bullying for Managers and Supervisors Legislation regarding discrimination, harassment and bullying and vicarious liability of individuals and organisations, the role and responsibility of the Manager/Supervisor in fostering and monitoring a positive workplace culture, managing and acting against unacceptable behaviour.	<ul style="list-style-type: none"> • harassment and bullying • managers and supervisors • legislation
South Australia	*	Equal Opportunity Commission – Equal Opportunity Consulting The consultants offer resources, workplace reviews, support, training, advice and culture change programs to workplaces to help prevent discrimination in the workplace. They provide specific advice on preventing sexual harassment and gender inequality.	<ul style="list-style-type: none"> • gender inequality • sexual harassment • workplaces • consulting workplaces
		Equal Opportunity Commission SA – Chiefs for Gender Equality The Chiefs for Gender Equity is a group of senior business leaders from prominent South Australian companies representing key industry sectors brought together with the common aim of advancing gender equity and addressing gender equity issues in the workplace.	<ul style="list-style-type: none"> • gender equality and gender equity • business leaders • workplaces
		Equal Opportunity Commission SA – Workplace Equality and Respect Project This initiative aims to work with all South Australian Government departments to ensure that they have the knowledge, skills and tools to prevent violence against women, both within the workplace and across the community. The project addresses the social conditions and gender inequality that cause violence.	<ul style="list-style-type: none"> • violence against women • gender equality • government
Tasmania	*	Sexual Assault Support Service – Creating a safe workplace This training is developed to improve workplace culture, improve staff retention and generate ethical behaviours at work. Staff will learn ways to reduce gender imbalances, sexual harassment and abuse in the workplace, creating a culture of safety.	<ul style="list-style-type: none"> • gender inequality • sexual harassment • workplaces • face-to-face training
Victoria	* *	CASA House – organisation policy development CASA House helps organisations deal with disclosures of sexual violence or sexual harassment, and simultaneously encourages preventative behaviours in the organisation's policy.	<ul style="list-style-type: none"> • sexual violence, sexual harassment • organisation policy • workplaces • face-to-face

Jurisdiction Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
Victoria cont.	Women's Health Grampian – Communities of Respect and Equality Alliance This initiative aims to provide provision of support, advice and consultancy to organisation about how to prevent violence against women in their workplace.	<ul style="list-style-type: none"> • gender equality • workplaces • face-to-face
	Women's Legal Services Victoria – Starts with Us Starts With Us is a project that aims to support and encourage Victorian legal and justice professionals and organisations to take action to prevent violence against women. The project is for everyone working in legal and justice lawyers, judges, paralegals, policy advisers and more.	<ul style="list-style-type: none"> • violence against women • legal professionals
	Multicultural Centre For Women's Health – One for All This initiative aims to build the capacity of multicultural and ethno-specific organisations preventing violence against women.	<ul style="list-style-type: none"> • violence against women • multicultural or ethno-specific organisations

8.6 Influencing policies and legislation

System change – strategies, frameworks, policies, legislation and research

*sexual violence

*sexual harassment

Jurisdiction	Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
National		ANROWS – Research: Preventing GBV in mental health inpatient unit The project investigated the circumstances in which gender-based violence is occurring as a result of mental health inpatient stays and what could have prevented the violence from occurring.	<ul style="list-style-type: none"> • gender-based violence • mental health inpatient stays • research to inform policy recommendations
	*	ANROWS – Research: Crossing the line: Lived experience of sexual violence among trans women of colour from CALD backgrounds in Australia This research aimed to increase the understanding of the lived experience of being a trans woman of colour living in Australia, in relation to gender transitioning and experiences of sexual violence.	<ul style="list-style-type: none"> • sexual violence • trans women of colour • research to inform policy recommendations
	*	Australian Human Rights Commission – Respect @ Work: National Inquiry into Sexual Harassment in Australian Workplaces This initiative reviews and reports on workplace sexual harassment and make recommendations in relation its prevalence, role of technology, its drivers, the current legal framework, existing measures and the impacts on individuals and businesses. The aim is to improve how Australian workplaces prevent and respond to sexual harassment.	<ul style="list-style-type: none"> • sexual harassment • workplaces • report
	*	Healing Foundation – Looking Where the Light Is: creating and restoring safety and healing This initiative is a report, that coincided with PM's apology to victims and survivors of institutional child sexual abuse. The report details a Aboriginal and Torres Strait Islander cultural framework that aims to outline recommendations to redress impact of removal policies	<ul style="list-style-type: none"> • child sexual abuse • Aboriginal and Torres Strait Islanders • report

Jurisdiction	Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
National cont.		Australian Women Against Violence Alliance (AWAVA) – Primary Prevention of Violence Against Women: a survey of activities in Australia Between December 2018 and February 2019 AWAVA conducted a survey of prevention activities, the aim was to map primary prevention of violence against women activities across Aus. The survey aimed to create a picture of activities to inform policy, practice & advocacy, and to identify key enablers as well as barriers and challenges.	<ul style="list-style-type: none"> • primary prevention • violence against women • survey
	*	Australian Institute of Health and Welfare – Family, domestic and sexual violence in Australia: continuing the national story of 2019 This report is primarily a data report, on family, domestic and sexual violence in Australia. It aims presents new information on vulnerable groups, such as children and young women. It examines elder abuse in the context of family, domestic and sexual violence, and includes new data on telephone and online services, community attitudes, SH and stalking.	<ul style="list-style-type: none"> • domestic and family violence • sexual violence • whole of population • data report
		Equality Rights Alliance – National Gender Equality Plan The project aims to produce a comprehensive, holistic gender equality plan that brings together key recommendations from civil society for Federal-level policy actions and identify gaps that require further research and policy attention. Subject areas include gender-based violence.	<ul style="list-style-type: none"> • gender equality • government • plan
	*	Australian Institute of Family Studies – Sexual Violence Research A current ongoing project. The Research focuses on exploring issues related to sexual violence, such as child sexual abuse, child and adolescent problematic sexual behaviours, adult sexual assault, prevention of sexual violence and perpetration and sexual offending. It aims to help inform prevention, policy and service responses	<ul style="list-style-type: none"> • sexual violence • government • research

Jurisdiction	Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
National cont.		Attorney General's Department – Council of Attorneys General Family Violence Working Group The working group aim is to develop measures to improve the interaction between the family law, child protection and family violence systems. The family violence working group has successfully developed guiding principles for protecting vulnerable witnesses in family violence proceedings.	<ul style="list-style-type: none"> • domestic and family violence • government • policy and regulation
		National Indigenous Australians Agency – Family Violence Prevention Legal Services National Evaluation Report This initiative is an evaluation report the Family Violence Prevention Legal Service program, including whether program objectives and outcomes were being achieved and if providers were meeting the needs of Aboriginal and Torres Strait Islander victims/survivors of family violence and sexual assault	<ul style="list-style-type: none"> • family violence • people who identify Aboriginal or Torres Strait Islander • cultural context • report
		National Aboriginal and Torres Strait Islander Legal Services – Strong Families, Safe Kids: Family violence response and prevention for Aboriginal and Torres Strait Islander children and families In partnership with National Family Violence Prevention Legal Services. This is a policy paper about family violence response and prevention for Aboriginal and Torres Strait Islander children and families. It provides key recommendations to improve the response and prevention.	<ul style="list-style-type: none"> • family violence • Aboriginal and Torres Strait Islander children and families • government
		Women with Disabilities Australia – Preventing Violence Against Women and Girls with Disabilities: Integrating a human rights perspective This initiative is a think piece about preventing violence against women and girls with disabilities. It argues without a grounding in a comprehensive human rights frame, current approaches to violence prevention run the risk of reinscribing the marginalisation of gendered disability violence.	<ul style="list-style-type: none"> • violence against women and girls with disabilities • think piece • government

Jurisdiction	Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
National cont.	*	Australia Chamber of Commerce and Industry – National Inquiry into Sexual Harassment in Australian Workplaces Submission to the SDC This initiative was submitted to the SDC National inquiry into SH. The submission outlines the principles for SH free workplaces, feedback on proposed/draft recommendations, importance of changing attitudes across society, supporting employers to taking action, small businesses and SH and more.	<ul style="list-style-type: none"> • sexual harassment • workplaces • government • submission
	* *	Australia Bureau of Statistics – Personal Safety Survey The ABS collects information about the nature and prevalence of violence experienced by men and women over time, including sexual violence and sexual harassment.	<ul style="list-style-type: none"> • sexual violence • sexual harassment • survey
	* *	Australian Institute of Criminology – Research and Publications The AIC provide research and publications about sexual violence and sexual harassment. Research includes (but is not limited to) the analysis of prevention activities, barriers to preventing violence, experiences of victims, prevalence of violence.	<ul style="list-style-type: none"> • sexual violence • sexual harassment • research and publications
	*	Australia Bureau of Statistics – Directory of Family, Domestic and Sexual Violence Statistics The Directory aims to improve awareness and utilisation of family, domestic, and sexual violence data collected by or on behalf of Australian governments, by providing a single repository of publicly available data sources.	<ul style="list-style-type: none"> • sexual violence, domestic and family violence • whole of population • government • data source
	*	Safe Work Australia – Submission to the National Inquiry into Sexual Harassment in Australian Workplaces This initiative seeks to inform the National Inquiry from a work health and safety perspective by addressing the following – the current legal framework with respect to sexual harassment and existing measures and good practice being undertaken by employers in preventing and responding to workplace sexual harassment.	<ul style="list-style-type: none"> • sexual harassment • workplaces • government • inquiry submission

Jurisdiction	Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
National cont.	*	National Association of Services Against Sexual Violence – Framing Best Practice: National standards for the primary prevention for sexual assault through education This initiative aimed to develop and trial a National Sexual Assault Prevention Education Framework. The research indicated that the most useful framework or guiding principles for the field can be achieved by the development of standards for sexual assault prevention education.	<ul style="list-style-type: none"> • sexual violence • sexual assault • education providers • framework • research
		The Women’s Services Network – Staying safe: empowering women to navigate privacy, safety and security mobile apps in the Australia marketplace. The project aims to undertake an analysis of apps targeted at women at risk of domestic violence, and which are marketed as assisting women to stay safe. Many of these apps have serious security and privacy flaws, unwittingly putting women at greater risk. It aims to help consumers make informed decisions	<ul style="list-style-type: none"> • domestic violence • apps • research
	*	Australia Bureau of Statistics – Crime Victimisation Data This initiative is data on the prevalence of sexual assault.	<ul style="list-style-type: none"> • sexual assault • government • data source
		Healing Foundation – Towards an Aboriginal and Torres Strait Islander violence prevention framework for men and boys This initiative is a report that aims to explore the essential principles required for the development of an effective violence prevention framework for Aboriginal and Torres Strait Islander men and boys, to reduce and prevent violence against women and children.	<ul style="list-style-type: none"> • violence prevention • Aboriginal and Torres Strait Islander men and boys • framework
Australian Capital Territory		Domestic Violence Prevention Council – Domestic Violence Prevention Council Strategic Plan DVPC aims to raise the ACT communities understanding and awareness of family and domestic violence and to ensure that individuals and non-government and government organisations are supported to be able to act.	<ul style="list-style-type: none"> • family and domestic violence • individuals, government and non-government organisations • strategic plan

Jurisdiction	Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
Northern Territory *		<p>Northern Territory Government – Domestic, Family and Sexual Violence Reduction Framework 2018-2028</p> <p>This is a ten-year strategy aimed to reduce domestic, family and sexual violence. The Framework articulates a shared vision and commitment for a future where women and children are safe, and families are supported.</p>	<ul style="list-style-type: none"> • domestic family violence and sexual violence • whole of population • policy
New South Wales *		<p>Women NSW – NSW Sexual Assault Strategy 2018-2021</p> <p>This is a comprehensive framework to improve prevention and response to sexual assault. The strategy delivers a three-year, whole-of-government approach to sexual assault in NSW for the first time. The Strategy aims to improve existing systems in primary prevention and education.</p>	<ul style="list-style-type: none"> • sexual assault • whole of population • policy, awareness campaigns and face-to-face workshops
		<p>Older Women’s Network – Report about violence against older women</p> <p>This initiative is information and reports online about violence against older women, to help educate and raise awareness of the issue.</p>	<ul style="list-style-type: none"> • violence against older women • whole population • research
Queensland *		<p>Department of Child Safety, Youth, and Women QLD – Prevent. Support. Believe. Queensland’s Framework to address Sexual Violence</p> <p>This initiative aims to set out Queensland governments vision where everyone is free from the threat or experience of sexual violence. It identifies priority areas for action that will guide the Government’s future responses to sexual violence and provides a strong, cohesive and evidence-informed approach to prevention and responding to sexual violence.</p>	<ul style="list-style-type: none"> • sexual violence • whole of population • framework
South Australia		<p>South Australian Multicultural and Ethnic Affairs Commission – Report on Domestic Violence in CALD Communities</p> <p>The report aims to outline the experience on domestic and sexual violence in CALD communities and makes recommendations to the government.</p>	<ul style="list-style-type: none"> • domestic and family violence • CALD communities • research

Jurisdiction	Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
South Australia cont.	*	<p>SA Government (Office for Women) – Committed to Safety Framework</p> <p>Committed to Safety is a framework for addressing domestic, family and sexual violence in South Australia. It aims to provide a clear and considered plan for action in relation to preventing domestic, family and sexual violence, including primary prevention, support services and justice.</p>	<ul style="list-style-type: none"> • domestic and family violence • sexual violence • whole of population • framework
Tasmania		<p>Department of Premier and Cabinet Tasmania – Tasmania’s Primary Prevention Strategy to Reduce Violence Against Women and Children 2012-2022</p> <p>This initiative sets out Tasmania 10-year strategy for reducing violence against women and children.</p>	<ul style="list-style-type: none"> • violence against women and children • government • strategy
Victoria		<p>Vic Health – Healthier Masculinities for Gender Equality</p> <p>This initiative aims to build the evidence base for how addressing masculine norms and stereotypes can improve health and wellbeing for all Victorians.</p>	<ul style="list-style-type: none"> • masculine norms, gender equality • whole of population • research
		<p>Victorian Government – Free from Violence: Victoria’s strategy to prevent family violence</p> <p>The Free from violence strategy is Victoria’s plan with the aim to break the cycle of family violence and violence against women.</p>	<ul style="list-style-type: none"> • family violence and violence against women • government and whole of population • strategy
		<p>Jesuit Social Services – The Man Box</p> <p>The Man Box is a study on being a young man in Australia. It focuses on the attitudes to manhood and the behaviours of young Australian men aged 18 to 30. The findings aim to shed social pressures that young Australian men experience to be a ‘real man’ and the impact this can have on society.</p>	<ul style="list-style-type: none"> • gender inequality • young men • study

Jurisdiction	Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
Victoria cont.		Victorian Government – Family Violence Steering Committee This initiative's aim is to monitor the development of a comprehensive, coordinated FV reform agenda and provides advice on the whole-of-government implementation recommendations. It is responsible for providing specialist advice to relevant Ministers and the task forces on FV policies.	<ul style="list-style-type: none"> • domestic and family violence • government • committee
		Victorian Government – Ministerial Taskforce on the Prevention of Family Violence and other forms of Violence Against Women The Taskforce aims to provide specialist advice to: support the Government's ongoing development and delivery of primary prevention activities and strategies to address family violence before it occurs.	<ul style="list-style-type: none"> • domestic and family violence • government • ministerial taskforce
		Women Victoria – Safe and Strong This initiative is a gender equality strategy. It aims to set out our vision for gender equality in Victoria and the actions we'll take to get there. In Safe and Strong, we set measurable goals and progressive targets for change across four areas, including Safety and freedom from gender-based violence	<ul style="list-style-type: none"> • gender equality • government • whole population
		Multicultural Centre for Women's Health – Faith Communities Supporting Healthy Family Relationships The Faith Communities Supporting Healthy Family Relationships project aims to contribute to the evidence base for 'what work' within the faith communities. It also aims to increase knowledge about family violence, how to change attitudes and behaviours that condone family violence & gender inequality.	<ul style="list-style-type: none"> • gender inequality • family violence • migrant women • faith communities • evidence base
	* *	Women's Health Victoria – Policy, research and advocacy WHV engages in a range of policy, research and advocacy initiatives related to sexual violence and sexual harassment, including policy submissions, coordination of alliances and campaigns	<ul style="list-style-type: none"> • sexual violence • sexual harassment • research • policy • advocacy

Jurisdiction	Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
Victoria cont.		Multicultural Centre for Women's Health – MUSES This initiative is research that aims to support settlement services that support women and families experiencing violence.	<ul style="list-style-type: none"> • women and family experiencing violence • multicultural women • research
		Domestic Violence Victoria – Unite Against Family Violence This initiative is a campaign is asking all political parties to unite and commit to long-term support for funding the family violence reforms.	<ul style="list-style-type: none"> • family violence • government • campaigns
		Women's Health Victoria – Victoria Women's Health Atlas This initiative is an interactive too. That aims to illustrates the relationship between gender and health. The Atlas provides easy access to sex-specific data on a range of key health and socioeconomic issues that affect Victorian women.	<ul style="list-style-type: none"> • women's health • data • online
		Women's Health Victoria – Gender equality in advertising project This initiative is a research project. It aims to take a system-wide approach to addressing gender inequality in advertising. It aims to transform ad industry culture, empower the community and strengthen regulation to promote gender equality and prevent violence against women in and through advertising.	<ul style="list-style-type: none"> • gender equality • advertising industry • research
		Multicultural Centre for Women's Health – Safer and Stronger Communities Pilot Project Safer and Stronger Communities aims to learn more about what works best to prevent family violence in migrant and refugee communities by supporting organisations working on prevention. It aims to play an role in building the evidence base for what primary prevention strategies work best and why.	<ul style="list-style-type: none"> • family violence • migrant and refugee communities • organisations • pilot project
		Victoria Government-Victim Survivors' Advisory Council This initiative was created with the aim to give people with lived experience of family violence a voice and endure they are consulted in the family violence reform program.	<ul style="list-style-type: none"> • family violence • victims with lived experience • council

Jurisdiction	Specific focus on sexual violence or sexual harassment	Description	Topic, target group, setting, delivery mode
Western Australia		Equal Opportunity Commission WA – The Equal Opportunity Act This initiative aims to promote equality of opportunity in WA and to provide remedies in respect of discrimination on the grounds of sex, pregnancy, race, religious or political conviction, or involving sexual harassment, age, racial harassment, gender assignment and sexual orientation.	<ul style="list-style-type: none"> • equality • whole of population • legislation
		Department of Communities, Child Protection and Family Support WA – Family and Domestic Violence Prevention Strategy to 2022 This initiative is a long-term Prevention Strategy that provides a framework for action over 10-year period until 2022. It aims to sets out a commitment by Western Australia to reduce the incidence of family and domestic violence through a focus on integration and reform over the longer-term.	<ul style="list-style-type: none"> • family and domestic violence • whole of population • long-term prevention strategy
		Department of Communities WA – Stronger Together – WA’s Plan for Gender Equality This initiative is the State Government's plan to address gender inequality in WA The plan provides a framework for coordinated action by Government, business, organisations and individuals to advance gender equality over the next 10 years. The aim is that women and girls in WA live and work safely.	<ul style="list-style-type: none"> • gender equality • Government, businesses, organisation and individuals • long-term strategy

Appendix A: Stakeholders consulted

The below provides an overview of stakeholders consulted by jurisdiction and stakeholder type. This is followed by the full list of stakeholders engaged.

Table A.1: Consultations by jurisdiction

Jurisdiction	Consultations
National	15
NSW	6
VIC	14
QLD	7
SA	3
WA	3
TAS	1
NT	1
ACT	1
Total	51

Table A.2: Consultations by group

Group	Consultations
Aboriginal and Torres Strait Islander	3
Cohort specific initiatives	4
Governance committees for government	3
Government	17
Other relevant organisations e.g. workplaces, schools	4
Peak body	5
Specialist sexual violence and domestic violence services	15
Total	51

Table A.3: List of all Consultations

Jurisdiction	Stakeholder name	Stakeholder type
National	Aged Rights Advocacy Service (ARAS)	Cohort specific initiatives
National	ANROWS	Specialist services
National	Attorney General's Department	Government
National	Australian Institute of Health and Welfare (AIHW)	Other relevant organisations e.g. workplaces, schools
National	AWAVA – Australian Women Against Violence Alliance	Governance committees for government
National	eSafety	Government
National	Katrina Marson	Governance committees for government
National	Lifeline (DV Alert)	Specialist services
National	National LGBTIQ Health Alliance	Peak body
National	People with Disability Australia	Cohort specific initiatives
National	Office for Women (PM&C)	Government
National	Our Watch	Peak body
National	The Healing Foundation (Marinwarntikura Fitzroy)	Aboriginal and Torres Strait Islander service
National	Universities Australia	Other relevant organisations e.g. workplaces, schools
National	Workplace Gender Equality Agency	Government
NSW	ACON – LGBTIQ	Specialist services
NSW	Wirringa Baiya – Aboriginal Women's Legal Centre	Aboriginal and Torres Strait Islander service
NSW	Department of Communities and Justice (Women's NSW)	Government
NSW	Domestic Violence NSW	Peak body
NSW	NSW Health (Prevention and Response to Violence Abuse and Neglect, NSW Health Aboriginal Family Health Strategy)	Government
NSW	Rape and Domestic Violence Services Australia	Specialist services
VIC	Family Safety Victoria	Government
VIC	Department of Health and Human Services	Government
VIC	Hello Cass	Specialist services
VIC	Jesuit Social Services	Specialist services
VIC	Djirra Women's Aboriginal Legal Services	Aboriginal and Torres Strait Islander service
VIC	Multicultural Centre for Women's Health	Cohort specific initiatives
VIC	Premier and Cabinet	Government
VIC	Respect Victoria	Government
VIC	Safe steps	Specialist services
VIC	Women's Health Network	Specialist services
VIC	VicHealth	Government
VIC	Victoria Women's Legal Services Australia	Other relevant organisations e.g. workplaces, schools

VIC	Victorian CASA Forum	Peak body
VIC	Victorian Centres Against Sexual Assault – CASA House	Specialist services
QLD	Cairns Sexual Assault Service	Specialist services
QLD	Centre Against Sexual Violence Inc.	Specialist services
QLD	Domestic and Family Violence Prevention Council	Governance committees for government
QLD	Ending Violence against Women Queensland (EVAWQ)	Peak body
QLD	Immigrant Women’s Support Service	Specialist services
QLD	Queensland Sexual Assault Network (QSAN)	Specialist services
QLD	Queensland Women’s Legal Service	Other relevant organisations e.g. workplaces, schools
SA	Australian Migrant Resource Centre	Cohort specific initiatives
SA	Office for Women SA	Government
SA	Yarrow Place	Specialist services
WA	Communities WA	Government
WA	WA Health	Government
WA	Women's Community Health Network WA	Specialist services
TAS	Communities Tasmania	Government
NT	Territory families (NT Government)	Government
ACT	Education Directorate ACT	Government

Appendix B: Stakeholder consultation summaries

The below sections provide an overview of the main trends, themes and views highlighted by stakeholders during the consultations.

Stakeholder consultations were held between May and June 2020.

A.1. Addressing the drivers

A.1.1. There is less focus on primary prevention relative to secondary and tertiary prevention

During the consultations, stakeholders:

- Acknowledged the essential nature of primary, secondary and tertiary prevention initiatives and expressed significant desire to do primary prevention work.
- Stated that primary prevention has less of a focus than secondary and tertiary prevention in terms of funding availability and government directive and acknowledged that the primary prevention sector is still new and evolving.
- Described some current initiatives as 'ad hoc' and an 'add on' to secondary and tertiary prevention initiatives, specifically where primary prevention is not their 'core work'.
- Suggested that some small-scale initiatives in diverse communities may be working in primary prevention but not recognising or describing their work as such.
- Acknowledged that primary prevention rarely happens on its own. While noting the need to distinguish primary prevention more clearly from other initiatives, some stakeholders emphasised that it should not be isolated from areas of expertise in secondary and tertiary prevention.

A.1.2. The topics of sexual violence and sexual harassment remain taboo in some communities and this can hinder prevention efforts

During the consultations, stakeholders:

- Emphasised that significant strides have been made in recent years in addressing the silence that may accompany discussions on sexual violence, sexual harassment and sex more broadly.
- Suggested that the subject of sex remains a sensitive topic, or is even taboo, in some communities, and that these discussions can prompt discomfort, shame, defensiveness and even denial.

- Suggested that creativity in developing the right messaging and having open conversations ('addressing the elephant in the room') may be key to overcoming these barriers.
- Reported that in the LGBTIQ+ community a sex positive culture facilitates more open discussion about sex and helps to encourage safe and healthy sexual behaviours.

A.1.3. There is greater focus on gendered drivers of violence against women, but still work to do specifically to engage men and boys

During the consultations, stakeholders:

- From specialised services told us that greater work needs to be done to address norms around masculinity, rigid gender roles and male peer relationships, and that engaging men and boys in this discussion was a relatively new approach.
- From female-driven specialised services stated that they realised early on that they could not achieve their mission without engaging the men and boys in their community.
- Advised that resistance remains towards talking about gender inequality. This may mean that some initiatives may address sexual harassment, sexual violence or elements of those forms of violence, but they may not address the broader topic of gender inequality or go deeper into the drivers of violence.

A.1.4. There is more work to do to address societal and intersectional drivers of sexual violence and sexual harassment

During the consultations, stakeholders:

- Identified additional drivers and reinforcing factors that need to be addressed to increase the impact of primary prevention, for example:
 - Aboriginal and Torres Strait Islander specialised services spoke about the devastating effects of colonisation, trauma and intergenerational trauma, racism and marginalisation on their communities, and emphasised the need for primary prevention to understand and address trauma in local communities through healing
 - Specialised services working with migrant communities raised similar issues relating to additional drivers of sexual violence and sexual harassment, such as the impacts of trauma, upheaval, visa insecurity and discrimination

experienced by migrant communities, both men and women.

- LGBTIQ stakeholders noted that the gendered drivers of violence were not applicable to many members of the community. It was considered that heterosexism and unequal rights should be included as drivers of sexual violence.
- People with disabilities and the elderly tend to be 'desexualised' and often left out of many primary prevention initiatives.
- Discussed the interplay and overlap of sexual violence and sexual harassment with historical and societal factors, and how an understanding and addressing of these is needed to create a greater impact.

A.2. Enhancing coverage

A.2.1. A holistic, multifaceted, whole of population approach to primary prevention is recognised by the majority of stakeholders

During the consultations, stakeholders:

- Described their efforts to provide multifaceted and whole-of-population or community approach to primary prevention, while also recognising the need for targeted approaches.
- Highlighted that the core drivers tend to manifest differently across diverse community groups, depending on context and setting, however the holistic policy framework tends to be primarily focused towards white, heterosexual populations.
- Identified that, while they do cater to many diverse population groups, the current primary prevention framework is not enough to meet their needs, and that more resources are needed for this focus.

A.2.2. A focus on primary prevention of domestic and family violence does not adequately cover the specific contexts associated with sexual violence

During the consultations, stakeholders:

- Described sexual violence prevention as being delivered as part of domestic and family violence primary prevention, rather than on its own.
- Highlighted that the drivers of sexual violence and sexual harassment tend to be very similar to domestic and family violence – noted exceptions were initiatives on consent and initiatives targeting children and young people.
- Noted that community attitudes are more focused towards violence in the family unit, and sexual violence was perceived as on the same continuum as domestic violence.
- Highlighted that targeted prevention initiatives were needed specifically for sexual violence and sexual harassment due to their unique contexts.
- Parent/guardian push back to education in schools could be dealt with by directly targeting

parents/guardians with the public health narrative (aims, outcomes etc.) before education in schools starts.

A.2.3. There are gaps in coverage of initiatives that target diverse population groups

During the consultations, stakeholders:

- Identified gaps in coverage issues related to distinct populations and a need to better understand the differences in how sexual violence is perpetrated in different communities. For example, communities may need a targeted approach, due to lack of knowledge about sex and western ideal around sexual practices.
- Advised that whole of population initiatives tended to reach only mainstream populations, and that varying and targeted approaches are required for distinct population groups.
- Discussed that many in the sector are helping to define best practice for distinct populations.
- Reported concerns associated with potential stigmatisation of specific population groups, i.e. there is a need to better balance addressing the individual needs of these groups without over exaggerating the prevalence of sexual violence and sexual harassment in these communities, and not imply that prevalence is higher relative to the wider population.
- Identified that there has been a lot of investment in developing the sector's capacity to address rural coverage gaps, particularly in Western Australia and the Northern Territory.
- Spoke of the importance for the workforce in rural areas to have sufficient cultural knowledge, capabilities and skills to effectively address the drivers of sexual violence and sexual harassment in these communities.
- Segregation of people with disabilities is commonplace in terms of program delivery. Discriminatory attitudes (i.e. not needed etc.) is problematic as it often prevents people with disabilities from accessing proper education and information.

A.2.4. There are gaps in coverage in terms of service provision across settings and sectors

During the consultations, stakeholders:

- Recognised that there are extensive gaps in coverage throughout the sector.
- Highlighted inconsistent coverage of primary prevention education in schools. For example, 'Respectful Relationships' – a good example of primary prevention initiative – is not delivered uniformly across the states and territories.
- Identified gaps in primary prevention services in other settings, including faith-based communities, the media and the policing and legal professions.

- Highlighted the limited primary prevention coverage in the law enforcement community as a particularly important issue. As first and second responders to violence against women, their behaviours and attitudes signal to the greater community about the extent our society condones violence against women.
- Raised the importance of community and business leaders to be professionally trained, engaged in and leading conversations about sexual violence and sexual harassment.
- Sexual elder abuse is an area with little attention. Elderly people are typically “de-sexualised” and current suite of initiatives are not suited to dealing with this section of the population.

A.2.5. There is increasing focus on a ‘whole of life’ approach in primary prevention

During the consultations, stakeholders:

- Advised that a focus on younger children, particularly boys, can have a significant impact on behaviours and attitudes before they reach sexual maturity.
- Suggested there needs to be more work done, both inside and outside school, with parents and younger children to reinforce healthy and ethical sexual behaviours before children reach sexual maturity.
- Suggested a whole-of-life approach will also help individuals and the wider community grow with primary prevention initiatives over time, for example reinforcing ethical behaviours and ideals at a young age will allow for children to be more receptive to the more complex sexual violence and sexual harassment campaigns they engage with as they become older.

A.2.6. Initiatives should have more reach in the online environment

During the consultations, stakeholders:

- Identified that current primary prevention initiatives are not reaching children and young adults when they live work and play – the internet and advised that primary prevention initiatives need to directly target groups through the platforms they use where they are far more receptive to messaging.
- Identified issues associated with a teenage culture of sexting, which they felt has the potential to easily lead to issues associated with revenge porn if the boundaries of ethical sexual behaviours and practices are not understood by the cohort.
- Raised the issue of pornography, for example, in the digital age, children are accessing pornography at much younger ages. Some stakeholders advised that up to 80% of young people are watching violent pornography, which has the potential to

reinforce exploitative and unethical sexual behaviour before they reach sexual maturity.

A.3. Improving approaches

A.3.1. A multifaceted approach can change norms, behaviours and systems

During the consultations, stakeholders:

- Reported a diversity of mechanisms for delivering primary prevention at the individual, community and societal levels to achieve changes in norms, behaviours and the system. These include education initiatives, capacity and skills building, community networks, whole of organisational change initiatives, peer support, role model and mentoring initiatives.
- Emphasised the need for primary prevention mechanisms to do more than change attitudes and knowledge and wanted to see a greater focus on mechanisms that change behaviours.
- Spoke about the need for more evaluation relating to the effectiveness of different mechanisms in different contexts in changing behaviours. This is discussed later in ‘Maturity’.
- Highlighted the need for a multifaceted approach. For example, some stakeholders emphasised that education and training can only go so far in changing behaviour. In an organisational setting, two stakeholders informed us of the multiple mechanisms employed concurrently to undertake a whole of organisational change. They included, education and training, capacity building of staff, leadership, policy changes and data and monitoring.

A.3.2. Primary prevention mechanisms must be tailored to the relevant cohort and setting

During the consultations, stakeholders:

- Recommended that greater tailoring of mechanisms is needed to address different cohorts and settings.
- Advised of tailored and innovative mechanisms that are being delivered across Australia to suit different cohorts and contexts. These include knowledge circles and healing initiatives in Aboriginal and Torres Strait Islander communities that seek to understand local trauma and histories, then developing specific primary prevention mechanisms to suit the local Aboriginal and Torres Strait Islander contexts.
- Advised that some migrant communities favour mechanisms that support migrant women and men to deliver leadership and prevention within their own community networks.
- People with disabilities should not be lumped together. Programs need to be designed and targeted to different cohorts of people with social disabilities and people with physical disabilities.

A.3.3. Ambassador and role model initiatives could be especially impactful

During the consultations, stakeholders:

- Advised that community role models and ambassadors – such as teachers, social workers, faith leaders, psychologists, sporting coaches, celebrities and sports persons – was effective in influencing behaviours (especially in younger men).
- Reported that the use of different ambassadors for specific campaigns, in addition to some longer running ambassadors, was impactful in achieving high rates of engagement in messaging campaigns.
- Highlighted the importance of choosing individual ambassadors or role models for specific target groups. Different age and population groups will react differently to certain types of community role models.
- Identified that there has been increasing attention towards directly targeting men and boys, with initiatives taking the form of targeted approaches or group sessions (i.e. in association with sporting groups) and providing a safe space for men to share their own stories and challenge each other on their behaviours.

A.3.4. A multifaceted approach to is needed to achieve change

During the consultations, stakeholders:

- Noted the importance of conducting ongoing, high intensity and multi-faceted approaches in primary prevention. However, it was noted that it is highly resource intensive to engage many people through multiple modes over time.
- Advised that many initiatives are one-off or short-term in nature, and potentially use only one medium of approach. Stakeholders reported little in terms of the use of multi-modal approaches.
- Emphasised the need to implement a multifaceted approach to delivering primary prevention services in Australia. These include education initiatives in school, universities, workplace and community groups; professional development training; online and social media campaigns and initiatives; and role model or ambassador initiatives.
- Cited school and online education initiatives as most common. This was followed by professional development training, workplace and university education and social media campaigns.
- Reported that a 'one-size fits all approach' is not effective. Different strategies are needed to effectively provide primary prevention in distinct community groups. For example, it was highlighted that Aboriginal and Torres Strait Islander communities appear to have a higher rate of text line service usage relative to other population groups.

- Advised that face to face delivery was more valuable in their migrant communities to enable trust. Paper based and online information solely in English, was not suitable.

A.3.5. A focus is required on changing behaviour over the long-term

During the consultations, stakeholders:

- Identified a focus on developing long-term behavioural change by directly addressing the drivers of sexual violence and sexual harassment in the wider community
- Identified a lack of a longer-term service provision as major inconsistency in service provision throughout Australia. While this is due to various considerations, such as funding constraints, it was highlighted that repetition is key to behavioural change.
- Emphasised that short, day or several day, initiatives are not successful in delivering behavioural change and addressing structural community issues.
- The debate around using existing teachers or specialist educators in schools was highlighted. A hybrid approach was suggested, with schools and teachers requiring a baseline of training. Experts would supplement traditional education. This caters to different types of students and age groups. Education should regular and throughout the year for all age groups.
- Parent push back could be dealt with by using a pre-emptive approach of briefing parents and media on the public health narrative (aims, outcomes etc.) before education starts.

A.3.6. A community leadership focus is essential to achieve structural change

During the consultations, stakeholders:

- Reported that prevention initiatives need to reflect community values and should take a collective approach. It was also noted that language and cultural barriers, may prevent individuals from engaging in prevention initiatives.
- Mentioned the use of a message and language consultant or testing initiatives in a focus group to ensure it was appropriate and fit for purpose prior to publication.
- Noted there is work in every jurisdiction on up-skilling elders, police, business leaders and other community leaders. Effective primary prevention requires a trained community approach, as the skills are quite different from the response sector.
- Advised that where people are supported – trained and paid – to be safe and respectful primary prevention advocates it allows the collective wisdom to be better received by the community.

- Highlighted the importance of a collaborative approach, such as having communities of practice, rather than engaging just one person, is one of the most effective methods of primary prevention.
- This also reduced transaction costs associated with re-skilling new community leaders if any particular individual moves on.

A.4. Growing in maturity

A.4.1. Service providers need support to move to an outcomes-focused approach

During the consultations, stakeholders:

- Advised that service providers are moving towards a greater focus on initiative evaluation.
- Reported using rigorous self-evaluation practices, in particular government and larger organisations. However, smaller providers found conducting evaluations more challenging.
- Identified the difficulty in tracking outcomes such as changes to attitudes and behaviours, and the limited data about what works in this respect.
- Indicated that many initiatives are not rigorously evaluated or benchmarked against meaningful indicators of success, which means that on the ground learnings are being missed.
- Reported monitoring implementation as essential. Some stakeholders noted that they had partnered with local universities to measure the relative success of initiatives.
- Noted that there is often pressure on organisations to pursue prevention initiatives for the purpose of reputation. In the rush to implement initiatives there may be the risk that some are adopted, although they may not be grounded or supported by the evidence base.

A.4.2. Due to funding and data limitations, stakeholders at the initiative level are more output focused

During the consultations, stakeholders:

- Noted that there are varying levels of maturity across all dimensions of prevention in Australia. There is limited data and collection methods available to the sector to measure the impact and influence of campaigns and strategies.
- Associated the challenges of evaluation with short-term and intermittent sources of funding. Challenging the drivers of sexual violence and sexual harassment is long-term (i.e. 10 to 20 years). As a result, many service providers raised the difficulties associated with moving from output focused measures of success in the face of short-term funding.
- Identified social media awareness campaigns as an effective tool in targeting behavioural change, as it is a cost-effective method of achieving large levels of engagement. It also has the benefit of being

able to measure, compare and track reach and engagement across time and campaigns.

- Identified international research and longitudinal data analysis supporting primary prevention at early ages. Germany & Netherlands were identified as best practice internationally.

A.4.3. Leadership, partnerships and enhanced collaboration is needed across all sectors

During the consultations, stakeholders:

- Spoke about an increasing focus towards the need to foster community leadership, partnerships and collaboration throughout the sector.
- Identified the need for more collaboration in both designing, funding and implementing primary prevention initiatives.
- Highlighted, the need to increase the engagement of upper and middle management. Workplace champions are effective in destigmatising the issues around workplace harassment.
- Emphasised that community and workplace leadership is needed. Stakeholders identified the Royal Commission into Family Violence in Victoria as a catalyst for primary prevention for domestic violence in that jurisdiction. There has yet to be such public focus directed at sexual violence with the exception of institutionalised child sexual abuse.
- Identified the need and desire to collaborate with smaller (larger) organisations, in order to better deliver services across the ecological model and distinct groups.
- Noted that greater collaboration between the different levels of government and service providers could strengthen primary prevention implementation. The Deloitte Team heard that service providers are looking for top down frameworks, guidance and best practice from Commonwealth government departments and the states and territories.

A.5. Supportive funding

A.5.1. Core funding for primary prevention initiatives is needed

During the consultations, stakeholders:

- Advised that they do not have a specific focus on primary prevention (particularly service providers) due to a lack of core funding.
- Identified that funding is typically linked to short-term initiatives for which there is a lack of separation between primary and secondary prevention. Organisations (especially at the local community level) appear to receive sporadic, project-based funding.
- Reported that, while many organisations are working independently, they feel as though they are competing for funding, and that this is

hindering the sector from addressing broader issues that impact cultural change.

A.5.2. Funding for research and evaluation is essential

During the consultations, stakeholders:

- Described a need in the sector to create a culture of evaluation and create efficiencies by increasing the knowledge base around what works.
- Identified the importance of evaluation.
- Highlighted that current funding restraints were said not to enable capacity for data collection, monitoring and broader evaluation efforts to be maintained over time.
- Reported that where there funding is provided for primary prevention, this is often insufficient to develop longer-term evaluation frameworks and methods necessary to measure social change and impact.
- Reported that there is currently little accountability for practitioners in terms of developing their initiatives in line with the evidence base, and that funding is often given without the requirements to measure and record effectiveness.
- Described the risks associated with lack of sustainable funding. Long-term change may be limited if project funding cycles do not allow for rigorous evaluation over time

Appendix C:

Detailed literature review

A.6. Desired state: Addressing the drivers

Addressing the drivers of violence and both risk and protective factors in primary prevention of sexual violence and sexual harassment

A.6.1. Addressing the drivers

Primary prevention in sexual violence and sexual harassment addresses the societal drivers of violence, in a manner that is inclusion and addresses both risk and protective factors.

Significant evidence has shown, that to make an impact, primary prevention initiatives in sexual violence must address the gendered drivers of violence, other societal drivers, risk and protective factors.

Primary prevention initiatives:

- address societal drivers of violence
- address both risk and protective factors

A.6.2. Address societal drivers

Efforts to prevent sexual violence and sexual harassment address the established drivers, risk factors, or determinants of this violence and transform harmful norms and relations (K. E. Edwards & Banyard, 2018). Sexual violence has causes that are societal, cultural, relational, and individual influencing sexual violence perpetration, victimisation and bystander inaction. These include gender-inequitable and violence-supportive attitudes, norms regarding sexual consent and coercion, notions of male sexual entitlement, rape-supportive peers, child maltreatment and parental conflict.

Specifically, prevention efforts address the gender-related drivers of sexual violence and sexual harassment and are informed by feminist analysis of gender, power, and other determinants of sexual violence and sexual harassment (Carmody et al., 2009; Jewkes, 2012; Michau et al., 2015; Sharp et al., 2012;).

Primary prevention of sexual violence changes norms (understandings of what people are expected to do), practices (behaviours and interactions) and structures (systems that determine norms and practices) (Our Watch, 2017).

Some prevention efforts work 'across the silos', address multiple and overlapping forms of violence, as they co-occur and their risk and protective factors overlap (Victoria L Banyard, 2014; Centers for Disease Control & Prevention, 2016; DeGue et al., 2013; J. Dills, Jones, & Brown, 2019; Flood, 2018; Hamby & Grych, 2013; Wilkins, Tsao, Hertz, Davis, & Kleven, 2014).

A.6.3. Address both risk factors and protective factors

Initiatives address not only risk factors but also protective factors, those factors that lessen the likelihood of perpetration or victimisation (Casey & Lindhorst, 2009; Our Watch, 2017). This includes the use of 'positive' or 'strengths-based' approaches to build on healthy behaviours, rather than focusing exclusively on problem behaviours. For example, helping to build skills in sexual consent and respect, healthy relationships, and prosocial bystander action.

A.7. Desired state: Enhancing coverage

Prevention initiatives reach everyone across Australia, while remaining relevant and targeted to certain groups.

A.7.1. Enhancing coverage

Initiatives in primary prevention in sexual violence and sexual harassment reaches everyone across Australia, at the individual, community and societal levels, while remaining relevant and targeted to certain groups.

Coverage is about the reach of primary prevention in sexual violence and sexual harassment. Primary prevention initiatives that reach the whole population will help to ensure that all levels of our society reinforce positive messages around gender equality and condone violence against women.

This requires prevention efforts to:

- Reach everyone across the ecological model.
- Be relevant and appropriate for specific cohorts or communities at an initiative level.
- Be targeted to certain cohorts and communities.

A.7.2. Reaching everyone across the ecological model

Prevention efforts reach everyone across the Australian community (Our Watch et al., 2015).

While many initiatives address drivers, risks and protective factors at the individual and relationship levels, efforts must also address community – and society-level factors, to produce social and structural change across the social ecological framework (Michau et al., 2015).

Effective sexual violence prevention combines universal and targeted approaches to ensure inclusivity (Our Watch et al., 2015).

Initiatives are delivered in all settings using varied approaches, including education and care, workplaces, community leisure spaces, health and community services, faith-based contexts, sources of violence-supportive social norms such as media and pornography, entertainment, hospitality, public spaces and legal settings (Wright, Tokunaga, & Kraus, 2015; Our Watch et al., 2017; Arango, Morton, Gennari, Kiplesund, & Ellsberg, 2014; K. E. Edwards & Banyard, 2018; Ellsberg et al., 2015).

A.7.3. Relevance and appropriateness at an initiative level

Initiatives are relevant, accessible and informed by the communities and contexts in which they are delivered (Nation et al., 2003).

Initiatives' content, delivery, messengers and other features are tailored to target populations and settings. Tailoring may be necessary, even if it causes tension with program fidelity.

Initiatives take an intersectional approach and are responsive to multiple forms of disadvantage and privilege (Our Watch, 2017; Our Watch et al., 2015).

Programs use a participatory and community-driven approach to inform the development, implementation and governance of prevention activities (Carmody et al., 2009; Our Watch, 2017; Our Watch et al., 2015).

A.7.4. Targeting initiatives to cohorts and communities

Selective measures are used to target certain cohorts in a way which complements universal strategies in ensuring coverage.

Primary prevention initiatives target groups that show heightened risks of perpetration or victimisation, have distinct risk factors for sexual violence, or are particularly likely to generate change.

There is additional targeting to the following groups:

- Children and young people – prevention at a young age, even from early childhood, can generate lasting change (DeGue et al., 2014; Victoria L Banyard, 2014)
- Men and boys – men are more likely to be the perpetrators of sexual violence (Flood, 2011)

- Women and girls – to support women to make healthy relationship choices, to know what is and isn't normal and how to resist sexual violence (Hollander, 2018; Senn et al., 2015; Senn et al., 2017)
- Distinct populations – more specialised approaches are required for communities affected by multiple forms of discrimination and inequality, such as Culturally and Linguistically Diverse communities, Aboriginal and Torres Strait Islander peoples, the LGBTIQ+ community and people with disabilities. (Our Watch et al., 2015).

A.8. Desired state: Improving mechanisms

Mechanisms are varied, comprehensive, strengths-based and influence norms, practices and structures at all levels of society.

A.8.1. Improving mechanisms

Mechanisms for delivering primary prevention in sexual violence and sexual harassment are varied, multifaceted, comprehensive and influence norms, behaviours and structures at all levels of society.

Mechanisms are the means by which primary prevention in sexual violence and sexual harassment is delivered. The intensity of engagement will ALSO influence the impact of the prevention initiative.

The effectiveness of mechanisms individually and across the system will impact the level of change in knowledge, attitudes and behaviours.

Primary prevention initiatives are delivered by a skilled workforce using multiple and tailored strategies, engaging individuals in varied ways, in varied settings at various times.

Primary prevention initiatives are:

- Varied and reach all scales of the ecological model.
- Comprehensive, embedded and mutually reinforcing.
- Multi-faceted and engage individuals through multiple modes.
- Of sufficient duration, with regular points of contact.
- Delivered and implemented well.

A.8.2. Mechanisms are varied so that they influence norms, practices and structures at all scales of the ecological model

Mechanisms target multiple levels across the spectrum of prevention (Our Watch, 2017):

- awareness raising (e.g. campaigns, arts, posters)
- education programs (e.g. about the drivers of violence)
- capacity building and professional development for providers

- skills-based or behavioural change training
- community discussion groups and mobilisation
- online fora
- the use of role models
- law, policy, regulation development
- advocacy
- data collection.

Violence prevention works at all scales of the ecological model or spectrum from prevention the individual, relationship, community, institutional and societal levels (Casey & Lindhorst, 2009; Michau et al., 2015).

A.8.3. Desired state: Tailoring mode

Prevention efforts are comprehensive, using multiple strategies, engaging individuals in varied ways, in varied settings at various times.

A.8.4. Mechanisms are developed to be impactful, comprehensive, embedded and mutually reinforcing

Prevention initiatives seek to be transformative and impactful on behaviours and systems, noting the limited evidence regarding which particular mechanisms are most effective (Our Watch, 2017).

Prevention strategies are coordinated, to enable mutually reinforcing initiatives across multiple sectors and settings (Our Watch et al., 2015, Our Watch, 2017).

There is a use in intensive and comprehensive 'prevention packages' that incorporate multiple approaches targeting potential perpetrators, potential victims, and potential bystanders (K. E. Edwards & Banyard, 2018).

Prevention efforts are embedded in a whole-of-institution approach, involving the adoption of comprehensive and multi-pronged strategies (Dills, Fowler, & Payne, 2016).

A.8.5. Multi-faceted, engaging approach

Prevention initiatives are multi-faceted and sustained, so that society engages with prevention initiatives in various ways, in various settings and at various times (Our Watch, 2017).

Modes include a combination of engaging individuals face-to-face, in the online environment, and using multiple styles of communication (Victoria L. Banyard & Recktenwald, 2017; Crooks, Jaffe, Dunlop, Kerry, & Exner-Cortens, 2019; De La Rue et al., 2017; Our Watch, 2017).

There are multiple strategies targeting the same outcome (Casey et al. 2009; Nation et al. 2003).

Prevention initiatives are engaging and involve participants in processes of change through active

learning, role play, critical reflection and behavioural rehearsal (Gibbons, 2013; DeGue et al., 2014; Ellis, 2008; Paul & Gray, 2011).

Programs include skills development components (Foshee et al., 1998; Foshee et al., 2004).

A.8.6. Duration and points of contact

Initiatives have sufficient duration to produce change (Anderson & Whiston, 2005; Bachar & Koss, 2001; Carmody et al., 2009; DeGue et al., 2014; Hassall & Hannah, 2007; Kalinoski et al., 2013; Lundgren & Amin, 2015; Potter et al., 2016).

There are communication and social marketing strategies which are intensive, involve messaging through more than one component, and are complemented by on-the-ground strategies (Fulu et al., 2014; WHO, 2007).

A.8.7. Delivery

Capacity-building, via investment in workforce and organisational development, builds expertise in primary prevention (Fisher, Lang, & Wheaton, 2010; Gleeson et al., 2015; Our Watch et al., 2015; Wendt, Natalier, Seymour, King, & Macaitis, 2020).

Initiatives are delivered by skilled and trained staff who are competent, committed, respectful and able to connect effectively with participants. Practitioners have both content expertise and skills in participatory learning strategies (Our Watch, 2017; Carmody et al., 2009; DeGue et al., 2014; Dills et al., 2016).

Both professional presenters and peer educators, and both men and women are used to engage individuals in prevention (Flood et al., 2009, pp. 53-54).

There are a sequenced mix of both mixed-sex and single-sex activities (Flood et al., 2009), recognising the needs of the LGBTIQ+ community.

A.9. Desired state: Growing in maturity

There is a consistent approach for monitoring, evaluating and improving initiatives, and there is collaboration and partnerships across the sector.

A.9.1. Desired state: growing in maturity

Primary prevention in sexual violence and sexual harassment is based on evidence, has a consistent approach for monitoring, evaluating and improving initiatives, and is strengthened through collaboration and partnerships across the sector.

The maturity of the primary prevention sector reflects how well established the evidence base is and how consistently and collaboratively individual initiatives are working towards best practice.

- There is a consistent approach for monitoring, reporting and evaluating and improving initiatives.

- Initiatives are based on evidence.
- There is collaboration and partnerships between stakeholders.

A.9.2. A consistent approach for monitoring, reporting, evaluating and improving initiatives

Prevention activities have a coordinated system for monitoring, accountability, reporting, and evaluation, and dissemination of best practise to practitioners (Our Watch, 2017).

There is a clear allocation of responsibilities and identification of means of ensuring accountability (Webster & Flood, 2015).

All participating stakeholders report on progress against agreed-upon, shared objectives, targets and timeframes. These targets sit across multiple levels of the ecological framework, and can be tailored to the specific populations and settings for the initiative (Webster & Flood, 2015; Wall, 2013; Our Watch, 2017).

Prevention initiatives involve processes of integrated evaluation and continual improvement, following rigorous evaluation designs to establish or strengthen their effectiveness (Gleeson et al., 2015).

Initiatives conduct robust, long-term evaluations of impact using both quantitative and qualitative measures. Experimental or quasi-experimental designs incorporate control or comparison groups. Quantitative evaluations may include an impact assessment on both attitudes and behaviours, standardised measures, and pre – and post-test data (Flood, 2015).

Practitioners and prevention organisations take accountability, and regularly engage in reflective practice, critically assessing their positions, roles, and settings to contribute to learning and improvement (Our Watch, 2017).

A.9.3. Be based on evidence

Prevention activities are guided by best available evidence and scholarship, regarding the drivers of sexual violence, the problems they address and the ways to address them (DeGue et al., 2014; Nation et al., 2003; Casey & Lindhorst, 2009; Jewkes, 2012; Tharp et al., 2012).

A.9.4. Collaboration and partnerships between stakeholders

Primary prevention is supported by political, sector-specific and civil society leadership, including high-level governmental support

There is extensive collaboration and partnerships among government areas including justice, health, and education; non-government and community stakeholders; stakeholders in the violence sector;

practitioners; researchers; women's organisations; violence prevention agencies; mainstream organisations such as workplaces and schools; and organisations addressing sexual diversity, disability, and other areas of disadvantage (Bott, Morrison, & Ellsberg, 2005; Michau et al., 2015; Our Watch, 2017).

A.10. Desired state: Supporting funding

Funding is available, consistent and well targeted

A.10.1.Desired state: Supportive funding

Funding for primary prevention in sexual violence and sexual harassment is available, consistent and targeted to primary prevention.

Funding is necessary to enable best practice initiatives to provide optimal services, develop, evaluate and improve.

- Includes a mix of short – and long-term funding.
- Is targeted to effective initiatives, as well as supporting innovative initiatives which will build the evidence base.
- Involves effective use at the initiative level.

A.10.2.Short – and long-term funding

A long-term funding mechanism is in place to increase the capacity and quality of primary prevention initiatives, to support best practices across settings and to allow for more sophisticated implementation and assessment of impacts (Our Watch, 2017; Wall, 2013).

Short-term funding is used to support the research and evaluation of innovative practices and build the evidence base (Our Watch, 2017).

Effective prevention strategies are implemented at scale, replicating and adapting where necessary (USAID, 2015).

A.10.3.Targeting effective initiatives and innovation

Funding, and the decision to expand or replicate an initiative is guided by quality standards and targets (Carmody et al., 2009; Wells, Flood, Boutilier, Goulet, & Dozois, 2020).

Policy-makers consider the cost effectiveness of prevention initiatives, balancing the need for sufficient implementation with the need for long-term sustainability and scalability (Remme, Michaels-Igbokwe, & Watts, 2014).

Prevention efforts include investment in both established interventions (which have been shown to be effective) and innovative interventions (which have promise for effectiveness).

There is funding available for innovation and research. Governments and other stakeholders are open to

innovative and theory-informed prevention efforts that may leverage long-term change. Specifically, funding is dedicated to impact evaluation, to help develop the evidence base (Michau et al., 2015).

A.10.4. Effective use of funding at the initiative level

Practitioners and organisations seek to capitalise on their level of funding by engaging in cost-effective activities. This involves collaborating within and across organisations, to avoid duplication of efforts, and to provide initiatives that are complementary, synergistic, and connect their work to larger strategies or efforts (Our Watch, 2017).

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