

Respect.Now.Always. Glossary

(These definitions are designed so that the ‘Long’ extended definition flows on directly from the ‘Short’ definition above it)

Source		Definition
Australian Human Rights Commission	Short	Active bystander: someone who witnesses problematic or harmful behaviour and chooses to intervene to stop harm from happening, rather than remaining a passive observer.
	Long	This action can range from direct intervention like speaking up or physically separating individuals, to indirect actions like creating a distraction or reporting the situation to the appropriate authorities.
Health and Community Services Directorate (ACT Government)	Short	Affected person: someone who has experienced the effects of harm – whether directly impacted, a witness to the event, or a close family member whose wellbeing is tied to the person harmed.
Department of Communities and Justice (NSW Government)	Short	Affirmative consent: the explicit, informed and voluntary agreement to participate in a sexual act. Consent can't be assumed, it must be given freely, and be enthusiastic and ongoing.
	Long	Affirmative consent means everyone involved in a sexual activity has a shared responsibility to check in with each other and make sure everyone is genuinely okay with what's happening. Consent should never be assumed – it's about ongoing, mutual communication and decision making. And importantly, anyone can change their mind and withdraw consent at any time, before or during the activity.
Health and Community Services Directorate (ACT Government)	Short	Affected person: someone who has experienced the effects of harm – whether directly impacted, a witness to the event, or a close family member whose wellbeing is tied to the person harmed.
Australian Institute of Criminology (Australian Government)	Short	Anonymous reporting: sharing information about an incident without revealing your identity. This can mean either the identity of the person making the disclosure is unknown, or the identity is known but no personal details are collected, recorded or linked to the formal report.
	Long	This option allows you to raise concerns or share experiences confidentially, but it may limit the ability of the institution or authorities to investigate or respond directly to the report.

Department of Communities and Justice (NSW Government)	Short	Coercive control: when someone repeatedly uses threats, fear and manipulation to control another person. It's a pattern of ongoing behaviours – like isolation, intimidation, possessiveness and jealousy – used in intimate or family relationships, that slowly strips away a person's freedom and sense of safety.
	Long	Coercive control is not always obvious, but it can be deeply damaging. These behaviours can include things like monitoring someone's movements, restricting access to money, controlling who they see or talk to, making threats, constant criticism, gaslighting or using jealousy to justify possessiveness. Over time, these actions can make someone feel trapped, scared and unsure of themselves. Coercive control is a crime in NSW and is recognised as a serious form of abuse.
University of New England	Short	Complaint: a formal complaint is usually made in writing and involves the person who has witnessed or experienced sexual harm or gender-based violence, providing a detailed statement. Unlike a disclosure or report, a formal complaint always triggers a formal investigation process to resolution.
Safe + Equal	Short	Disclosure: a personal sharing of any type of gender-based violence – often to someone trusted – made to seek understanding, support or safety, without necessarily triggering formal action like making a complaint or report. This may be shared directly by the person affected or, in some cases, by someone else who is aware of their experience.
Department of Communities and Justice (NSW Government)	Short	Domestic and family violence: also called domestic abuse, is a pattern of controlling, coercive or violent behaviour used by one person to dominate another in a close relationship.
	Long	Domestic violence encompasses a range of harmful behaviours that occur within intimate or family relationships. It's not limited to physical violence, it can also include emotional manipulation, psychological intimidation, sexual coercion, financial control, social isolation and threats. At the core of domestic violence is a need for power and control. This abuse can happen to anyone – regardless of gender, age, socioeconomic status or cultural background – and often escalates over time. Victims may feel trapped due to fear, shame, financial dependence or concern for children. The effects are profound, impacting mental and physical health, self-esteem and overall wellbeing.
Full Stop Australia	Short	Ethical bystander: someone who is guided by their moral responsibility and chooses to act to prevent harm from happening by proactively intervening in situations of concern – including those they witness – rather than remaining passive. Intervention is carried out in a way that is safe and appropriate to the context. Often used interchangeably with active bystander, ethical bystander is a

		broader term that focuses on the moral choice to intervene rather than just the action of intervening.
Respect Victoria (VIC Government)	Short	Gaslighting: a form of emotional abuse where a person subtly manipulates another person into questioning their own sanity, memory and perceptions of reality.
	Long	It's a tactic used to gain control and power, making the victim doubt their own thoughts, feelings and experiences. This manipulation can look like denying events, distorting facts or trivialising feelings, ultimately undermining a person's self-worth and independence
Headspace	Short	Gender identity: a person's deeply held, internal sense of being a man, a woman, both, neither or somewhere else along the gender spectrum. It's a core aspect of a person's sense of self and doesn't necessarily match the sex they were assigned at birth.
	Long	While most people are cisgender (their gender identity aligns with their sex assigned at birth), many people are transgender or identify with other terms such as non-binary, reflecting the understanding that gender is diverse and not limited to being either male or female. Find out more about gender identity .
UN Women (Australia)	Short	Gender-based violence (GBV): any act of violence directed at an individual because of their gender, perceived gender, or gender identity, or violence that unequally affects individuals of a particular gender.
	Long	It encompasses a wide range of harmful acts, including physical, sexual, psychological and economic violence, and can occur both in public and private life. Violence against women is experienced differently based on people's identities, backgrounds and social positions – and can be complex. Although women and girls are the main people directly affected by GBV, it also causes harm to families and communities. GBV can be experienced at all ages and stages of life, and in every location across Australia.
Our Watch	Short	Gender inequality: the unfair gap in power, opportunities and outcomes between genders. It's driven by sexism and other system barriers (like access to education and wealth), and it affects how disadvantage plays out in people's lives, work and are the way they're treated in society.
eSafety Commissioner (Australian Government)	Short	Image-based abuse: when someone shares – or threatens to share – a sexual, intimate or compromising image or video of another person without their permission. This can include pictures of private body parts or sexual activity, and even digitally altered or AI-generated images. It's a serious violation of trust and privacy.

	Long	Image-based abuse can happen to anyone, and like other forms of abuse, it's often about power and control. It's never okay – and it's against the law. If this is happening to you or someone you know, there are ways to get help. You can report it to the eSafety Commissioner through their website, and they can support you in having the content removed.
UN Women (Australia)	Short	Intimate-partner violence: a pattern of behaviour in an intimate relationship where one partner uses physical, sexual or psychological abuse to control or dominate the other.
	Long	This encompasses a range of actions intended to cause harm or fear within the relationship, and can include physical violence, sexual assault, emotional abuse and economic abuse. Intimate-partner violence is recognised as a form of domestic violence and is a crime.
Respect Victoria (VIC Government)	Short	Love bombing: a manipulation tactic used in relationships where one person showers another with excessive attention, gifts and affection early in the relationship to quickly create a strong emotional bond and dependency. This intense affection is often used to control the person receiving the behaviour and can be a sign of coercive control or abuse.
Department of Education (Australian Government)	Short	National Higher Education Code to Prevent and Respond to Gender-based Violence: (or the Code for short!) is a new legal commitment that makes safety a shared responsibility across all Australian universities. For the first time, all universities and student accommodation providers are required to not only respond to gender-based violence, but to actively prevent it. The Code sets clear standards for leadership, education and accountability to make sure campuses are safe, respectful spaces for everyone.
A continuum of acceptability: understanding young people's views on gender based violence. In Gender based violence in university communities (pp. 23-40).	Short	Normalised unwanted behaviours: are repeated actions or attitudes – like exclusion, disrespect or ignoring boundaries – that start to feel acceptable over time (even though they're not), because they happen regularly and go unchallenged. They can make people feel uncomfortable, unsafe or undervalued.
Australian Institute of Health and Welfare (Australian Government)	Short	Perpetrator: a person who uses violence against another person or people to harm or abuse them.
Positive Masculinity Foundation	Short	Positive masculinity: a perspective promoting healthy characteristics that can be embodied by any gender, but often

		expressed by men for the collective good of themselves and their communities.
	Long	Positive masculinity challenges traditional (often harmful) stereotypes of men by encouraging authenticity and connection, encouraging respectful, empathetic and non-violent relationships, and supporting emotional vulnerability and mental wellbeing.
National Sexual Violence Resource Centre	Short	Power imbalance: when one person holds more influence, control or authority than another – whether through their role, status, age or access to resources (like money and education). These dynamics can shape how people interact, and may affect someone's ability to speak up, set boundaries or feel safe.
Our Watch	Short	Prevention: is creating a culture of respect before harm happens – through education, awareness and action that stops gender-based violence before it starts.
	Long	<p>Prevention also addresses existing risks and harms and operates across three levels:</p> <ul style="list-style-type: none"> - <i>Primary Prevention</i> targets the root causes that drive violence, especially gender inequality. This proactive approach is about changing attitudes, behaviours and systems to prevent violence before any signs or risks emerge. - <i>Secondary Prevention</i>, also known as early intervention, focuses on identifying and addressing situations where there is a heightened risk of violence. It aims to intervene before the violence escalates or becomes the norm. - <i>Tertiary Prevention</i>, also known as response, deals with violence that's already occurring. It involves supporting victim-survivors, holding perpetrators accountable, and working to prevent further harm. <p>Together, these levels form a comprehensive framework for reducing and ultimately eliminating violence through both proactive and reactive measures.</p>
What to expect when you report to UTS	Short	Report: formal disclosure of sexual harm or gender-based violence made by an affected person through official reporting channels to seek support, trigger protective action or initiate accountability. A report can, but does not always, begin a formal investigation.
	Long	Students and staff can report sexual harm or gender-based violence at any time. When you do, you won't be alone – UTS Safety Caseworkers are here to guide you through the process with care and confidentiality. They'll help you understand your rights, explore support options and navigate any next steps, whether that's an investigation, getting the help you need or simply being heard. Your

		<p>safety, wellbeing and choices come first. Find out more about what to expect when reporting to a UTS Safety Caseworker.</p> <p>You can also report outside of UTS:</p> <ul style="list-style-type: none"> • Online via the NSW Police Sexual Assault Reporting Option (SARO) • In person at your local NSW Police station • By phone via the 24-hour Police Assistance Line: 131 444 • To the eSafety Commissioner about image-based abuse <p>For staff: If you receive a disclosure involving a student, it's your responsibility to complete a summary form – because every report helps build a safer, more respectful UTS.</p>
The Ethics Centre	Short	Respect: having regard for the feelings, wishes or rights of others, even when they're different from you or they don't agree with your ideas.
UTS Respect.Now.Always.	Short	Respect.Now.Always (RNA): UTS's prevention program committed to creating a safe, respectful campus for everyone. It's a whole-of-community initiative to prevent gender-based violence and respond to sexual harm – driven by collective action from both students and staff to create lasting cultural change on campus and beyond.
Respect Victoria (VIC Government)	Short	Response: supporting impacted people in the way they choose – by listening and taking meaningful action to address harm, and ensuring safety, accountability and recovery.
Australian Human Rights Commission	Short	Sexism: a belief or attitude that one sex – often women – is less capable or valuable than another. It shows up in stereotypes, unfair treatment, and prejudice or assumptions that limit people based on gender.
NSW Police Force (NSW Government)	Short	Sexual assault: any forced or unwanted physical sexual act that happens without someone's consent – like groping, rape and attempted rape. It can happen to anyone no matter their gender, sex, education, race, background or identity.
	Long	Sexual assault can happen anywhere – in public or private spaces – and the person responsible could be a stranger, but more likely will be someone you know, like a friend, co-worker, partner or family member. Many people find it hard to name or understand what happened, especially right after the experience. That's completely normal. It can take time to process, especially when you're unsure about whether there was consent or what counts as sexual assault. If you think you have been sexually assaulted and need support, visit the Respect.Now.Always website for support.
Anti-Discrimination New South Wales (NSW Government)	Short	Sexual harassment: any unwelcome, non-physical sexual behaviour – like advances, requests for sexual favours, or other actions of a sexual nature – that can make someone feel offended, humiliated or intimidated. It's not okay, and it's against the law.

Sexual Harm Response Guidelines 2023 (Universities Australia)	Short	Sexual harm: any unwanted, non-consensual sexual behaviour, encompassing acts like sexual assault, rape and sexual harassment. It can occur both physically and through technology. This harm can involve coercion, intimidation or situations where consent is not freely given or is absent.
UN Women (Australia)	Short	Sexual violence: any sexual act that happens without consent, whether it's physical, non-physical, online or through digital technology. It includes being forced or manipulated into unwanted sexual activity.
	Long	Sexual violence isn't always physical – it can also show up as verbal, emotional, or controlling behaviour. And often, there aren't any visible signs like bruises or marks, but that doesn't make the experience any less serious or traumatic. Sexual violence can happen to anyone, and it can be carried out by anyone. The reality is that most of the time, it's women who are experiencing sexual violence, and men who are causing it. No matter who you are or what you've been through, support is available and you don't have to go through it alone.
The Australia Institute	Short	Stealththing: the non-consensual removal of a condom during sexual activity after sex has been agreed to with the use of a condom. This act exposes the partner to the risk of sexually transmitted infections (STIs) and unwanted pregnancies, and it's considered a form of sexual assault.
NSW Health (NSW Government)	Short	Trauma-informed: an approach that recognises the impact of trauma on individuals – understanding its potential physical, psychological and emotional effects – and integrating this awareness into practices to promote safety, trust, empowerment and recovery, while avoiding re-traumatisation.
Australian Institute of Family Studies (Australian Government)	Short	Victim-survivor: individuals who have experienced harm and are simultaneously in the process of healing and demonstrating resilience. While the term 'victim' acknowledges the harm and suffering, 'survivor' highlights strength and the journey of recovery.
Good Design	Short	'Wanna Spoon? Ask first!': The 'Wanna Spoon? Ask First!' campaign is part of UTS's Respect.Now.Always. (RNA) program that promotes conversations about consent, respectful behaviour and healthy relationships.
	Long	It uses the tagline 'Wanna Spoon? Ask First!' to encourage discussions about boundaries and respect within the university community, aiming to support a culture of safety and prevent gender-based violence. The light-hearted metaphor (spooning) for cuddling highlights that consent matters in all kinds of interactions, not just intimate ones. It's a reminder that asking, listening and respecting boundaries are key to creating a safe and supportive university community.

UTS Respect.Now.Always.	Short	Whole-of-community: means everyone at UTS, no matter their role – students, academic staff, researchers and professional staff – working together to shift attitudes and behaviours around gender-based violence to create a safer, more respectful campus for everyone.
UTS Sexual Harm Prevention and Response Policy	Short	Zero tolerance: at UTS, means taking every form of gender-based violence seriously – from the subtle to the severe. Through prevention, response and continuous improvement, UTS is committed to eliminating harm and building a culture where respect is not only the norm, but non-negotiable.

Institutional terms from UTS's GBV Prevention and Response Action Plan:

Accredited specialist: a person who meets the following criteria:

- a psychologist, social worker or counsellor registered or accredited with their relevant industry body; and
- has undertaken formal training in supporting people affected by Gender-based Violence, including Trauma-informed practice; and
- has undertaken training to build competency in working with specific cohorts including First Nations people, culturally and linguistically diverse communities, people with disability and people of diverse sexual orientation and gender identity.

Source: [National Higher Education Code to Prevent and Respond to Gender-based Violence](#)

Affiliated student accommodation: a provider of accommodation to students that is not a student accommodation provider or a provider of higher education, but is nevertheless affiliated with UTS, including (without limitation) by:

- a). any statute, constitution or similar legal instrument
- b). having a service agreement or other agreement
- c). operating on UTS owned lands (including the UTS campus)
- d). being authorised by UTS to use UTS's intellectual property in its recruitment or marketing materials or on its website, or
- e). being listed on the UTS website as 'student accommodation' or being promoted by UTS in its recruitment or marketing material.

Bystander: (also witness) means a person who witnesses an incident of gender-based violence or becomes aware of an incident that has occurred.

Care program: means the program put in place for victim-survivors, complainants and/or respondents that provides practical concessions and reasonable adjustments, leave (including domestic or sexual violence leave as outlined in the UTS Staff Agreement), safety modifications and any medical or therapeutic provisions to enable individuals to process, recover and successfully complete their work or studies at UTS (where appropriate). Care programs are developed in consultation with the complainants and respondents and are based on the information provided as part of a disclosure or report. For respondents, this provision may be subject to and/or limited by legal and other external processes and the relationship of the respondent to UTS. This forms part of UTS's responsibilities under the Support for Students Policy, UTS's Enterprise agreements and the national code.

Complainant: means a person who makes a disclosure or a report of gender-based violence. A complainant may be a staff member, a student or another member of the community. In some cases, the complainant may not be the person who has experienced the incident (victim-survivor), rather may be a bystander or trusted individual who acts on behalf of the victim-survivor.

Disciplinary process: means the relevant student or staff misconduct process applied for the management of policy breaches and behavioural misconduct. Refer Code of Conduct, Enterprise Agreements and the Student Misconduct Rules.

Disclosure: means the sharing of information about an experience of gender-based violence. Disclosures can be made to any UTS staff member, the Response Team or a trusted individual. Complainants making a disclosure to UTS will be provided with support and guidance on their right to make a report (either to UTS or to the police).

Gender-based violence (GBV): is defined by the Universities Accord (National Higher Education Code to Prevent and Respond to Gender-based Violence) Act 2025 (the Act) and means 'any form of physical or non-physical violence, harassment, abuse or threats, based on gender, that results in, or is likely to result in, harm, coercion, control, fear or deprivation of liberty and autonomy'. This definition applies for the UTS GBV policy and for UTS more broadly, and incorporates the definition of gendered violence under the UTS Staff Agreement. It is recognised that gender-based violence:

- A). may be constituted by a single act, omission or circumstance or a combination or pattern of acts, omissions or circumstances over a period of time
- B). can occur between strangers or people who are known to each other (including people involved in a consensual sexual or romantic relationships and/or domestic relationship)
- C). can be physical, verbal, sexual, emotional or psychological, socio-cultural, spiritual, financial or economic
- D). can include forced marriage, trafficking for the purpose of sexual exploitation, indecent assault, stalking and sexual assault

E). removes the option for free and/or informed consent, and/or

F). may take place in person and/or facilitated through technology, such as social media, apps and personal devices (for example stalking or image-based abuse).

Incident assessment: means the initial evaluation of a disclosure or a report of gender-based violence undertaken to consider the information provided and, where possible, gather further information or evidence (this can include looking at emails and text messages, taking some basic statements to understand the incident, speaking to witnesses or just talking with the complainant and/or respondent). This may be undertaken in consultation with the complainant and/or the respondent. An incident assessment may, in some cases, be a precursor to further investigation.

Integrated care model: means the UTS approach to managing and responding to disclosures and reports of gender-based violence. This model is approved by the Vice-Chancellor and published in the procedure. It is implemented by the Gender-based Violence Response Team and informed by the RNA Team.

Investigation: means a formal inquiry into a reported (or, in some cases, a disclosed) incident. This is normally undertaken by an appointed investigator and may involve gathering and assessing evidence, including but not limited to taking statements (including witness statements), looking at surveillance footage, and producing recommendations for misconduct or disciplinary proceedings as appropriate.

Investigator: means an appropriately qualified person appointed by the Director, Safe and Respectful Communities (refer Roles and responsibilities) to undertake an investigation into a report of gender-based violence. The investigator may be staff or may be external to UTS.

Legislation: means the relevant current and enforceable state or federal legislation.

National Code: means the [National Higher Education Code to Prevent and Respond to Gender-based Violence](#), established under the Universities Accord (National Higher Education Code to Prevent and Respond to Gender-based Violence) Act 2025 (Cwlth). The objective of this act, and the code, is to:

A). reduce incidence of gender-based violence in higher education

B). establish national standards and requirements, with which UTS and other universities must comply, and

C). establish a regulatory framework to monitor and enforce compliance with these national standards and requirements.

Report: means the formal notification to UTS of an incident of gender-based violence that triggers an official process, which may include an investigation and/or disciplinary action in addition to the provision of support and guidance. A report can be made by a complainant who has experienced an incident of gender-based violence, or by a bystander or witness to the incident.

Respondent: means a person whose conduct is the subject of a disclosure or report of gender-based violence.

Sexual assault: means a form of gender-based violence where a person is forced, coerced (including the use of threats) or tricked into sexual acts against their will and/or without their consent. Sexual assault may also be referred to as rape or sexual intercourse without consent. Sexual assault is a crime (refer Crimes Act 1900 (NSW)) and should be reported to the police.

Victim-survivor: means any person who has experienced any form of gender-based violence. This term recognises both the immediate and ongoing impact of gender-based violence as well as the strength and resilience of those with lived experience of this (or any other) form of violence.