

# GENDER-BASED VIOLENCE DECLARATION



## Sensitive content advisory

This document contains references to gender-based violence, sexual harassment, and related sensitive topics. These may be distressing for some readers. If you need support to respond to this declaration request, please email [EmploymentDeclarations@newcastle.edu.au](mailto:EmploymentDeclarations@newcastle.edu.au) directly. You may also consider accessing the external resources listed at the end of this document if you require further support.

## Purpose

The University of Newcastle is committed to complying with its obligations under the *National Higher Education Code to Prevent and Respond to Gender-based Violence* ('the Code'). A copy of the *National Higher Education Code to Prevent and Respond to Gender-based Violence* is available [here](#).

The Code requires all Higher Education Providers to ask prospective employees to declare certain information about gender-based violence, and where necessary, consider and assess any risks that may arise from the information a prospective employee provides.

The Code defines gender-based violence as: 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 or autonomy. The University considers the definition of gender-based violence to also include sexual harassment, sex-based harassment, or any other sexual misconduct.

## Important information

Any information you declare in relation to gender-based violence is used by the University to comply with its legal obligations under the Code. As part of this process, if you respond YES to any of the below questions, you will be contacted by either our Associate Director Workplace Relations, Governance & Policy, or Associate Director Human Resources Operations (or other relevant delegate). The University will consider any risk that may arise from your declaration, and to determine your suitability for the position. Throughout the assessment process the University may request your permission to speak with third parties including, but not limited to, your previous workplace.

Information provided will be retained by the University in accordance with our [Privacy Policy](#) and may be used or disclosed in accordance with the Code (including deidentified reporting), or otherwise in accordance with the Privacy Policy.

If you have experienced gender-based violence, sexual violence, domestic or family violence or other forms of harm there are [supports available here](#).

# **GENDER-BASED VIOLENCE DECLARATION**



**Candidate Name:**

## Position applying for:

**Hiring Manager/Supervisor:**

**College/Unit/Division/School:**  
(if known)

Please answer the following questions:

Have you ever been investigated for an allegation of gender-based violence in any workplace?

Have you ever been determined to have engaged in conduct that constitutes gender- based violence during the course of any previous employment?

Have you ever been determined to have engaged in conduct that constitutes gender-based violence during a legal process?

If you require assistance in your response to the above questions, please contact [EmploymentDeclarations@newcastle.edu.au](mailto:EmploymentDeclarations@newcastle.edu.au) and a Workplace Relations employee can arrange a time to have a confidential discussion with you.

By signing below, you declare that the information provided above is true and correct to the best of your knowledge.

**Candidate Signature:**

Date:

Thank you for your cooperation in making higher education a safer space for everyone.

Please email your completed declaration to [EmploymentDeclarations@newcastle.edu.au](mailto:EmploymentDeclarations@newcastle.edu.au)