

# NSW Sexual Violence Plan 2022-2027

December 2022

[dcj.nsw.gov.au](https://dcj.nsw.gov.au)



**Warning: This report contains detail related to domestic, family violence and sexual violence, including sexual assault, sexual harassment and issues related to abuse and neglect of children, which some readers may find distressing.**

## Services and support

If you or someone close to you is in distress or immediate danger, please call 000.

Support is always available if you or someone you know has experienced domestic, family and/or sexual violence. Below is a list of sexual, domestic and family violence support services.

For more information on support services, visit the [NSW Department of Communities and Justice website](#).

Help and support		
<b>1800RESPECT</b>	National counselling service for sexual assault and domestic and family violence. This service is free and confidential. Available 24/7.	1800 737 732 <a href="http://www.1800respect.org.au">www.1800respect.org.au</a>
<b>Full Stop Australia</b>	Full Stop Australia provides counselling for people whose lives have been impacted by violence and abuse.	1800 385 578 <a href="http://www.fullstop.org.au">www.fullstop.org.au</a>
<b>NSW Sexual Violence Helpline</b>	The NSW Sexual Violence Helpline is for anyone in NSW who has experienced sexual assault, recently or in the past. It is also available for family members or other supporters of anyone who has experienced sexual assault, or others who have been impacted by this violence, including professionals. Available 24/7.	1800 424 017 <a href="http://www.fullstop.org.au">www.fullstop.org.au</a>
<b>NSW Domestic Violence Line</b>	The NSW Domestic Violence Line provides free, 24/7 counselling and referrals to women experiencing domestic and family violence. Interpreters are available.	1800 656 463 <a href="http://www.dcj.nsw.gov.au/children-and-families/family-domestic-and-sexual-violence/domestic--family-and-sexual-violence-support-contacts/nsw-domestic-violence-line.html">www.dcj.nsw.gov.au/children-and-families/family-domestic-and-sexual-violence/domestic--family-and-sexual-violence-support-contacts/nsw-domestic-violence-line.html</a>
<b>Rainbow Sexual, Domestic and Family Violence Helpline</b>	For anyone from the LGBTIQ+ community whose life has been impacted by sexual, domestic and/or family violence. This service is free and confidential. Available 24/7.	1800 497 212 <a href="http://www.fullstop.org.au">www.fullstop.org.au</a>
<b>Well Mob</b>	Social, emotional and cultural wellbeing online resources for Aboriginal and Torres Strait Islander peoples.	<a href="http://www.wellmob.org.au">www.wellmob.org.au</a>
<b>Men's Referral Service</b>	For anyone in Australia whose life has been impacted by men's use of violence or abusive behaviours. Available 7 days.	1300 766 491 <a href="http://www.ntv.org.au">www.ntv.org.au</a>
<b>Say It Out Loud</b>	A national resource for LGBTQ+ communities and service professionals working with people who have experienced sexual, domestic and/or family violence.	<a href="http://www.sayitoutloud.org.au">www.sayitoutloud.org.au</a>

## Help and support

<b>Lifeline</b>	A national charity providing all Australians experiencing emotional distress with access to 24-hour crisis support and suicide prevention services. Available 24/7.	13 11 14 <a href="http://www.lifeline.org.au">www.lifeline.org.au</a>
<b>National Suicide Call-back Services</b>	A nationwide service providing telephone and online counselling to people affected by suicide. Available 24/7.	1300 659 467 <a href="http://www.suicidecallbackservice.org.au/">www.suicidecallbackservice.org.au/</a>
<b>Postvention support services Thirrili</b>	The Indigenous Suicide Postvention Services supports individuals, families and communities affected by suicide or other significant trauma. Available 24/7.	1800 805 801 <a href="http://www.thirrili.com.au/postvention-support">www.thirrili.com.au/postvention-support</a>
<b>Beyond Blue</b>	Provides information and support to help anyone in Australia achieve their best possible mental health.	1300 22 4636 <a href="http://www.beyondblue.org.au">www.beyondblue.org.au</a>
<b>Head to Health</b>	Digital mental health services from some of Australia's most trusted mental health organisations.	<a href="http://www.headtohealth.gov.au">www.headtohealth.gov.au</a>
<b>13 YARN</b>	Support line for mob who are feeling overwhelmed or having difficulty coping. Available 24/7.	13 92 76 <a href="http://www.13yarn.org.au">www.13yarn.org.au</a>
<b>ReachOut</b>	Online mental health service for young people and their parents in Australia.	<a href="http://www.au.reachout.com">www.au.reachout.com</a>
<b>MensLine Australia</b>	A telephone and online counselling service offering support for Australian men.	1300 78 99 78 <a href="http://www.mensline.org.au">www.mensline.org.au</a>
<b>Kids Helpline</b>	Free, confidential online and phone counselling service for young people aged five to 25. Available 24/7.	1800 551 800 <a href="http://www.kidshelpline.com.au">www.kidshelpline.com.au</a>
<b>Ageing and Disability Abuse Helpline</b>	A free, confidential and dedicated service for anyone who needs information, support or would like to report abuse, neglect and exploitation of older people and adults with disability in their family, home and community. It is part of the NSW Ageing and Disability Commission (ADC).	1800 628 221 <a href="http://www.ageingdisabilitycommission.nsw.gov.au/">www.ageingdisabilitycommission.nsw.gov.au/</a>

## The language used in this plan

We acknowledge that no single set of terms suits all situations and people. No exclusion or harm of people is intended in the terms used in this plan. We use inclusive language while acknowledging that evidence indicates that sexual, domestic and family violence is primarily perpetrated by men against women. We also acknowledge that people of diverse sexualities and gender identities are impacted by gender-based violence, often in complex and intersecting ways. The language used in this document reflects the language of key national frameworks, including the National Plan to End Violence against Women and Children 2022–2032 and Our Watch: Change the Story.

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# Minister's foreword



**I am privileged to be the Minister for Women's Safety and the Prevention of Domestic and Sexual Violence. One day, I hope there is no need for a dedicated Minister in this role. Until then, the NSW Government is committed to addressing domestic and family violence and sexual violence within our communities.**

There is no place for sexual violence in NSW. Sexual violence is preventable, and prevention is everyone's responsibility: governments, non-government organisations, communities, business and corporate sectors, the media, faith groups, sporting codes, and other institutions that make up the fabric of our communities. We must all contribute to creating the changes needed to prevent sexual violence from occurring in the first place. This involves using evidence-based approaches to address the drivers of sexual violence. At the same time, we must also prioritise responses for victim-survivors, ensuring care and support to assist them to heal and recover.

The NSW Government is committed to preventing and responding to sexual violence. The first NSW-wide strategy, the NSW Sexual Assault Strategy (2018–2021), delivered a three-year, whole-of-government approach to sexual assault in NSW for the first time.

Since then, the NSW Government has built on this strategy with affirmative consent laws passed by the NSW Parliament in 2021 that simplify, strengthen and modernise the laws around sexual consent. These reforms are nation-leading and accompanied by education campaigns, including the NSW Government's "Make No Doubt" campaign.

These reforms are also supported by five new jury directions that will be available for judges to give at trial to address common misconceptions about consent, to ensure a complainant's evidence is assessed fairly.

The work is not finished and the NSW Government will continue to build on existing efforts to address sexual violence in NSW. That is why I am very pleased to release the NSW Sexual Violence Plan 2022–2027.

The NSW Sexual Violence Plan 2022–2027 puts in place an approach to guide the work of the NSW Government, specialist organisations and workers, the broader workforce, community organisations, including legal services, health professionals, academics, law enforcement, the justice sector, businesses and workplaces, and all community members.

The NSW Government acknowledges and thanks the many victim-survivors who spoke out and shared their stories in service of the development of the NSW Sexual Violence Plan. We hear you, we believe you, and we will work hard to ensure that policy is informed by your lived experience.

We thank all the people and organisations who contributed to the development of this plan, including victim-survivors and those who work tirelessly every day to prevent and respond to all forms of violence against women and children.

In the NSW Sexual Violence Plan 2022–2027, the NSW Government has set an ambitious agenda for preventing and responding to sexual violence, and I look forward to working collaboratively across government, with non-government and private sectors, and with communities as we work towards achieving a vision for NSW where all people and communities are free from sexual violence.



**The Hon. Natalie Ward MLC**

Minister for Metropolitan Roads

Minister for Women's Safety and the  
Prevention of Domestic and Sexual Violence

# A snapshot: sexual violence

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## What is sexual violence?

In this plan, 'sexual violence' is used as an umbrella term to describe acts of a sexual nature that happen without consent. It includes acts that are criminal offences, such as sexual assault and child sexual abuse, and acts that are not criminal offences, for example sexual harassment in the form of unwanted comments and leering. Sexual violence not only comprises physical, but also non-physical acts and behaviours, such as image-based sexual abuse.<sup>1</sup> It can range from a single instance of harassment or assault to abuse perpetrated over long periods.

### Examples of sexual violence

- Sexual assault, attempted sexual assault and other types of non-consensual sexual activity, including:
  - Unwanted sexual touching or sexual acts that do not involve penetration
  - Coercing, pressuring, tricking or manipulating someone to have sex
  - Removing or intentionally breaking a condom during sex without consent, also known as 'stealthing'
- Child sexual abuse, including the use of technology to groom or facilitate the sexual abuse of a child or produce or share child sexual abuse material online
- Non-consensual sharing of intimate images
- Sending unwanted sexual images or messages
- Making a person watch or be in pornography
- Sexual harassment (see box on page 7 for more information)
- Sexual exploitation, including forced prostitution and sexual servitude
- Showing one's genitals or naked body to others without consent
- Masturbating in public
- Watching someone in a private act without their knowledge or permission.

Sexual violence can have a wide range of negative impacts on victim-survivors, which may be exacerbated by negative responses from others. Impacts include:

- physical injury and ongoing effects such as problems with sexual and reproductive health
- poor mental health, including anxiety, depression and post-traumatic stress
- low self-esteem and self-blame
- fear, shame and guilt
- lowered sense of wellbeing and quality of life
- economic consequences due to impacts on education and work
- problems with relationships and trusting others
- misuse of alcohol and other drugs
- eating disorders
- suicidal ideation, suicide and self-harm
- other behaviours associated with risk.

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## Sexual harassment<sup>2</sup>

Sexual harassment is a form of sexual violence. It is any unwanted or unwelcome sexual behaviour that causes offence, humiliation or intimidation. It has nothing to do with mutual attraction or consensual behaviour.

Examples of sexual harassment include:

- staring, leering or unwelcome touching
- suggestive comments or jokes
- unwanted invitations to go out on dates or requests for sex
- intrusive questions about a person's private life or body
- unnecessary familiarity, such as deliberately brushing up against a person
- sending pornography or rude jokes
- displaying images of a sexual nature around the workplace.

While sexual violence can happen to anyone, it is a gendered issue, disproportionately impacting women and children. Discrimination and inequality based on age, race, class, disability, sexuality and gender can influence a person's experience of sexual violence, the impacts on them and responses by others. These factors can also influence access to services and support after sexual violence (see below). It is vitally important that all victim-survivors of sexual violence in NSW can access culturally appropriate, trauma-informed and accessible support to help reduce the harmful impacts of sexual violence and support healing and recovery.

## An intersectional approach

NSW takes an intersectional approach to sexual violence. This approach recognises that all victim-survivors are unique—they all have different personal circumstances, experiences, and backgrounds, and many and varied identities. These unique aspects can expose people, or groups of people to overlapping forms of inequality, marginalisation, and discrimination. For example, individual and systemic discrimination on the grounds of race, ability, age, citizenship and residency status, religion, sexual orientation, economic and geographical status, and the ongoing effects of colonisation.

An intersectional approach recognises that sexual violence and gender inequality intersect and are experienced alongside these structural and systemic forms of inequality, marginalisation, and discrimination. It recognises that this can result in some individuals or groups experiencing higher rates and/or more severe forms of violence and/or face additional barriers to support and safety.

## Sexual consent in NSW

NSW sexual consent laws require a person to do or say something to find out whether the other person consented, in order to have a reasonable belief that they in fact consented to sex.

The NSW Government's reforms to simplify sexual consent laws and to ensure more effective prosecutions of sexual offences passed the Parliament with almost unanimous support in November 2021 and came into force on 1 June 2022.

The NSW Government's affirmative consent model sets clearer boundaries for consensual sex, reinforces the basic principle of common decency that consent is a free choice involving mutual and ongoing communication, and reinforces that consent should not be presumed.

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## Coercive Control in NSW

The NSW Government has delivered on its commitment in December 2021 to introduce legislation outlawing coercive control in current and former intimate partner relationships as part of its response to recommendations from the Joint Select Committee on Coercive Control.<sup>3</sup> The *Crimes Legislation Amendment (Coercive Control) Act 2022* was passed by NSW Parliament on 16 November 2022 and introduces a standalone offence of coercive control into the *Crimes Act 1900*. In doing so, NSW has become the first Australian state or territory to create a standalone offence for coercive control.

Coercive control is complex, is insidious and, sadly, is a significant ‘red flag’ for intimate partner homicide. It is a form of domestic abuse that involves patterns of behaviour which have the cumulative effect of denying victim-survivors their autonomy and independence. This abuse can include physical, sexual, psychological or financial abuse.

These landmark reforms are crucial to ensuring that a pattern of behaviour which is identified as a precursor to domestic violence deaths is a standalone criminal offence.

The coercive control offence will not be able to commence until 1 February 2024 and no later than 1 July 2024. This is to allow plenty of time for training, resourcing, education and community awareness raising, guided by a multi-disciplinary taskforce led by the Secretary of the Department of Communities and Justice and supported by reference groups to provide advice and recommendations.

The NSW reforms to address coercive control are consistent with the spirit of the draft national principles for coercive control and the matters they outline.

### Developing a Common Understanding of Coercive Control

In recent years, there has been increased community awareness and recognition of coercive control. Many Australian jurisdictions have been considering reforms to strengthen more effective and consistent responses to coercive control, just as NSW has done.

In June 2021, the Australian Government, in partnership with Australian state and territory governments, started work to develop nationally consistent principles to address coercive control. Draft principles were released for consultation in September 2022, and will be finalised in early 2023.

These national principles will outline a common understanding of coercive control by the Australian Government and state and territory governments.

The national principles aim to develop a common understanding of coercive control and to raise awareness of the issue. They also aim to ensure that the community better understands the full range of physical and non-physical tactics used by perpetrators of domestic and family violence and their impacts to help inform more effective and consistent responses to coercive control.

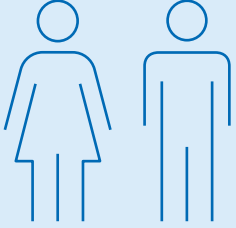
The national principles do not outline model law, and recognise that criminalisation is a decision for state and territory governments, who have constitutional responsibility for criminal law.



# How common is sexual violence?

Sexual violence is one of the most underreported forms of violence in Australia.

In Australia:



Approximately

## 2 million

adults have experienced at least one sexual assault since the age of 15 years. This includes 1.7 million women and 428,000 men.<sup>4</sup>



An estimated

## 1 million

women have experienced child sexual abuse.<sup>5</sup>

One in two women and one in four men have been sexually harassed.<sup>6</sup>

## 2 in 5

secondary school children have been sexually harassed or coerced.<sup>7</sup>

In NSW:



In the 12 months to June 2022, there were

## 6,967

incidents of sexual assault and 6,962 incidents of other sexual offences reported to police.<sup>8</sup>

Over

## 85%

of women who experienced aggravated sexual assault did not report it to police.<sup>9</sup>

Sexual assaults reported to police are increasing (see below).

## Sexual assaults reported to NSW Police<sup>10</sup>

Sexual assaults reported to NSW Police have increased 16.2 per cent year-on-year since 2019. The overall increase is due to individual increases in three categories of sexual assault:

### Adult victims (16+ years old)

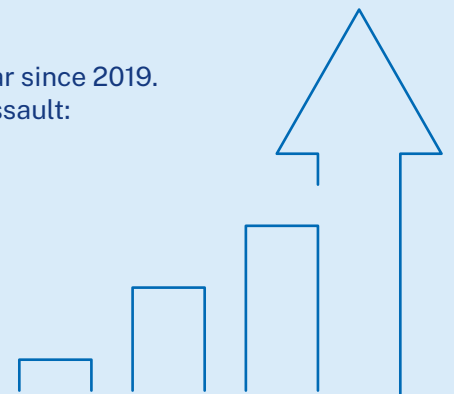
up 27.2 per cent;  
50 per cent of the overall increase

### Historic child sexual assault reports

up 27.7 per cent;  
25 per cent of the overall increase

### Child victims reporting current sexual assaults

up 12.4 per cent;  
25 per cent of the overall increase



The increase in adult victims has been almost entirely among female victims. While victimisation has increased for women of all ages, the most significant rise has been for women aged 18 to 24 years. Much of the increase has also been driven by assaults between intimate partners, primarily between boyfriends or girlfriends and spouses or ex-spouses.

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## The use of technology to perpetrate sexual violence is emerging as a growing problem in Australia



An estimated

# 60%

of Australians have experienced online sexual harassment or abuse.<sup>11</sup>

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# 11%

of Australians aged 18 and over have experienced image-based abuse.<sup>12</sup>

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Online child sexual abuse is a growing problem, with the number of associated reports increasing by

# 122%

during 2020.<sup>13</sup>

### Technology-facilitated sexual violence (TFSV)

TFSV involves the use of digital technologies and platforms to perpetrate sexually abusive, aggressive or harassing behaviours. It includes rape threats, online stalking, using an app or platform to set up an in-person rape or sexual assault, and image-based sexual abuse. TFSV can be perpetrated by intimate partners, strangers, friends, colleagues or others known to the victim-survivor.<sup>14</sup> Young adults aged 18 to 24 years, particularly young women, are more likely than other age groups to experience digital harassment and abuse.

### Image-based abuse (IBA) is one form of TFSV

IBA happens when an intimate image or video is shared without the consent of the person pictured. This includes images or videos that have been created or digitally altered (using Photoshop or specialised software). An intimate image is one that shows:

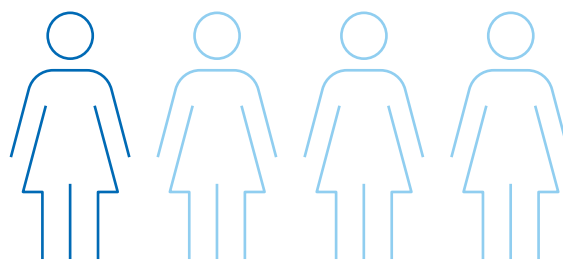
- a person's genital area or anal area (whether bare or covered by underwear)
- a person's breasts
- private activity (for example, a person undressing, using the bathroom, showering, bathing or engaging in sexual activity)
- a person without attire of religious or cultural significance if they would normally wear such attire in public.

IBA affects people regardless of their age, race, religion, gender, sexuality, education or economic status.<sup>15</sup>

# Who experiences sexual violence?

**Sexual violence can happen to anybody, regardless of age, gender, race, culture, socioeconomic status, disability or sexuality. However, sexual violence is gendered, with women more likely to experience it.**

Women are more likely to be sexually harassed with 53% of women having experienced sexual harassment during their lifetime.<sup>16</sup>



Almost one-quarter of Australian women have experienced sexual assault.<sup>17</sup>

## Age is a risk factor for experiencing and perpetrating sexual violence

- Approximately 2.5 million adults—one in six women and one in nine men—experienced physical and/or sexual abuse before the age of 15 years (see below).<sup>18</sup>
- Young women are more likely to be victims of sexual assault than other Australians. In NSW, around two-thirds of reported sexual assaults involve young women.<sup>19</sup> Young women are also more likely to be the target of image-based abuse.<sup>20</sup>
- Young males aged 15 to 19 years have the highest offender rates for sexual assault of any age group.<sup>21</sup>

## Child sexual abuse

- Most child sexual abuse is perpetrated by someone known to the child—a relative, friend, acquaintance or neighbour.<sup>22</sup>
- In addition to sexual abuse in the family and by known perpetrators in the community, sexual abuse of children has occurred in almost every type of institution where children reside or attend for educational, recreational, sporting, religious or cultural activities. It has also occurred in foster and kinship care, respite care and health and allied services. The impact on victim-survivors, including a lifelong distrust and fear of institutions and authority, is devastating and lasting.
- The Royal Commission into Institutional Responses to Child Sexual Abuse found the majority of victim-survivors (64.3 per cent) were male, 14.3 per cent of victim-survivors were Aboriginal and Torres Strait Islander children, and 93.8 per cent of survivors were abused by a male.
- In NSW, reports of child sexual abuse are increasing. Of all sexual assault incidents reported to NSW Police in 2021:
  - twenty-two per cent were child victim-survivors reporting as an adult, representing a 14.5 per cent increase over two years
  - thirty-six per cent were child victim-survivors reporting as a child, representing a 3.3 per cent increase over five years.<sup>23</sup>
- The drivers and impacts of child sexual abuse can be different to those of adult sexual abuse, so they require different responses. While children are a priority group under the NSW Sexual Violence Plan 2022–2027, child sexual abuse is also addressed through other initiatives, such as the NSW Government’s response to recommendations made by the Royal Commission into Institutional Responses to Child Sexual Abuse, the National Framework for Protecting Australia’s Children 2021–2031, Safe and Supported: the National Strategy to Prevent and Respond to Child Sexual Abuse 2021–2030, and its related action plans.<sup>24</sup>

## Barriers faced by Aboriginal victim-survivors of sexual assault<sup>25</sup>

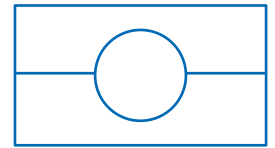
Sexual violence against Aboriginal peoples and the barriers they face to care and services are linked to racism and colonisation and its ongoing impacts. Barriers to disclosure can include cultural considerations, fear based on the experience of colonisation, police violence and child removal. Barriers to accessing culturally appropriate services after assault include:

- a lack of Aboriginal-specific victim-survivor support services
- services and authorities lacking Aboriginal staff or operating with a lack of cultural awareness or cultural safety
- cultural and language barriers to accessing relevant authorities
- a lack of reporting mechanisms in remote locations
- a lack of integrated and coordinated service delivery practices
- applying a simplistic approach to policy development to deal with entrenched issues
- services and authorities operating with a lack of cultural awareness
- unsustainable responses that rely solely on short-term funding
- experiences of colonisation and violence by state institutions and in residential settings.

## Aboriginal women experience higher rates of sexual violence than non-Aboriginal women.

In one survey,

**3x**



as many Aboriginal women experienced an incident of sexual violence in a 12 month period as non-Aboriginal women.<sup>26</sup>

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Lifetime incidents of sexual violence are significantly higher for Aboriginal women than for non-Aboriginal women.<sup>27</sup>

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Aboriginal people face significant and unique barriers to reporting their experiences and accessing help and support.

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In NSW, Aboriginal women are more than three times more likely than Aboriginal men to experience sexual assault.<sup>28</sup>

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## **Women and girls with disability experience higher rates of sexual violence than the general community<sup>29</sup>**

- Twenty-five per cent of women with disability have experienced sexual violence since the age of 15 years.<sup>30</sup>
- Women with disability are more likely to have past experiences of sexual harassment than women or men with or without disability.<sup>31</sup>

## **People with disability and older women are at particularly high risk of sexual violence in residential and institutional settings**

- An estimated 50 people are sexually assaulted in Australian aged care homes every week, according to evidence presented to the Royal Commission into Aged Care Quality and Safety.
- Situational risk factors in residential care facilities, including barriers to disclosure due to cognitive or communicative impairment, mental illness, and physical disability, contribute to sexual violence against older women.<sup>32</sup>

## **Others in our community that may be more likely to experience sexual violence include:**

- women who are experiencing homelessness
- women who have previously been victims of sexual assault at any point throughout their lives
- women from asylum-seeking or refugee backgrounds
- people who identify as lesbian, gay, bisexual, trans, intersex, queer, asexual or otherwise sexually or gender diverse (LGBTIQ+) (see below).
- As with women from some culturally and linguistically diverse communities, these groups also experience unique barriers to disclosing sexual violence.<sup>33</sup>

## **Sexual violence against LGBTIQ+ people**

- LGBTIQ+ communities experience sexual violence at higher rates than the wider community. A 2019 study into the health and wellbeing of LGBTIQ+ people in Australia found that 48.6 per cent of participants reported being coerced or forced into sexual acts in the previous 12 months.<sup>34</sup>
- Certain groups are at higher risk: trans men, trans women and non-binary people report experiencing sexual assault at four times the rate of cisgender women.<sup>35</sup> For some, including Brotherboys and Sistergirls, the risks are even greater due to intersecting discrimination.
- LGBTIQ+ people face barriers to accessing services and support due to actual or anticipated experiences of stigma and discrimination from service providers.<sup>36</sup>
- Sexual violence against LGBTIQ+ people and violence against women have shared drivers, including rigid gender norms and structures that create inequalities between women and men.<sup>37</sup>
- Additional drivers of violence against LGBTIQ+ people include cisnormativity and heteronormativity—the ideas that the only ‘normal’ and ‘natural’ bodies and genders are male and female, and that the only ‘normal’ and ‘natural’ form of relationship is between men and women.<sup>38</sup>

# Who perpetrates sexual violence?

Sexual violence is overwhelmingly perpetrated by

## men against women.

Where men and boys are the victims of sexual violence, the perpetrator is also most likely to be another male.



# 97%

of sexual assault offenders recorded by police were male in 2018-19.<sup>39</sup>



Around

# 1.7 million

Australian adults have experienced sexual assault by a male perpetrator since the age of 15 years.<sup>40</sup>

**Sexual violence is most commonly perpetrated by intimate partners, family members and other known people in community settings, including in institutions. Contrary to common belief, sexual violence is most often perpetrated by someone familiar.**

- In NSW, around 90 per cent of reported sexual assaults against adults are perpetrated by someone known to the victim-survivor, including family members, friends and current or former intimate partners.<sup>41</sup>
- For adult women, the risk of experiencing sexual violence is greatest in relationships, with the most likely perpetrator being an intimate partner.<sup>42</sup>
- Between 67 per cent and 84 per cent of perpetrators who engage in sexual violence against Aboriginal and Torres Strait Islander women are known to the victim-survivor with the violence frequently taking place in the woman's home.<sup>43</sup>
- Perpetrators who target children and young people are most likely to access their victims through community and family settings, with nearly eight in ten victims abused by a relative, friend, acquaintance or neighbour.<sup>44</sup>

**We have recently learnt more about normalised forms of sexual violence in community, social and workplace settings, both online and offline.**

- The Australian Human Rights Commission Inquiry into Workplace Sexual Harassment showed that sexual harassment is pervasive in Australian workplaces, occurring at every level in every industry and location.
- There are gaps in the data about sexual violence, including data on the prevalence of sexual violence against women with disability in care, against older women in residential care, and sexual violence in other settings, such as regional, rural and remote communities.

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## What causes sexual violence, and how can we prevent it?

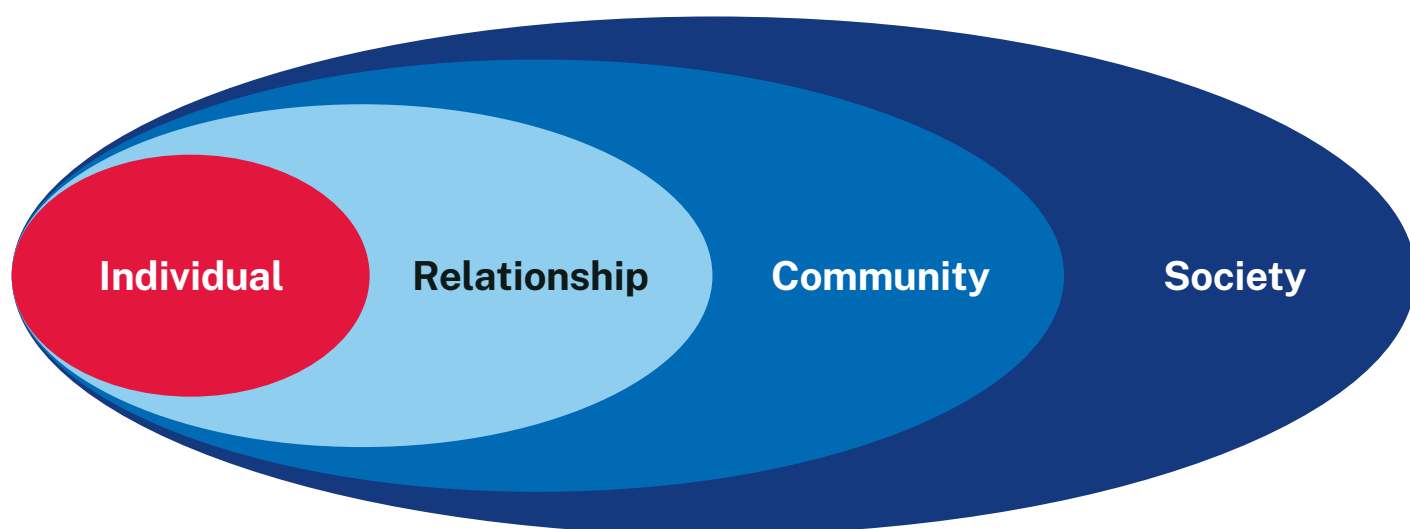
Like other forms of gender-based violence, including domestic and family violence, sexual violence is linked to gender inequality and rigid gender norms. Other intersecting forms of discrimination and inequality that affect the prevalence and dynamics of sexual violence include racism, ableism, homophobia and transphobia. Other power inequalities, such as those linked to attitudes towards children, are also drivers of sexual violence.

The NSW Government recognises that gender-based violence, including sexual violence and domestic and family violence, can be prevented and its impacts reduced. Doing so requires a public health approach to addressing sexual violence. A public health approach provides a framework for informing all efforts to prevent and respond to sexual violence and is critical to understanding key risks and the individual, relationship, community and societal factors that interact and contribute to sexual and other gender-based violence. The socio-ecological model shows the importance of addressing key underlying risk factors for gender-based violence at all levels of society in order to prevent it from occurring in the first place.

At the individual level, prior exposure to violence against a parent, emotional, physical and sexual abuse during childhood, previous experience of sexual violence, young age, disability, and current exposure to violent pornography are examples of factors that increase a person's likelihood of experiencing or perpetrating sexual assault.

At the relationship level, experiencing intimate partner violence, male peer relations that emphasise aggression, dominance, control, and peer pressure to pursue sex with women in coercive and aggressive ways, or talk about women as sexual objects are risk factors for sexual violence perpetration.

At the community level, community-held beliefs, attitudes and norms surrounding gender, sex and sexuality, such as expectations that men should never say no to sex and should have many sexual partners, and dominant and aggressive forms of masculinity all contribute to the risk of sexual violence occurring.<sup>45</sup>



**The socio-ecological model**

A public health approach also recognises that victim-survivors and their families often have complex needs and are more likely to experience co-occurring and multiple forms of abuse and violence, rather than a single abusive incident, over a lifetime. It recognises the need for integrated, multi-disciplinary interventions from a range of services and promotes collaborative and integrated service delivery at system, service, and practice levels.

A public health approach includes:

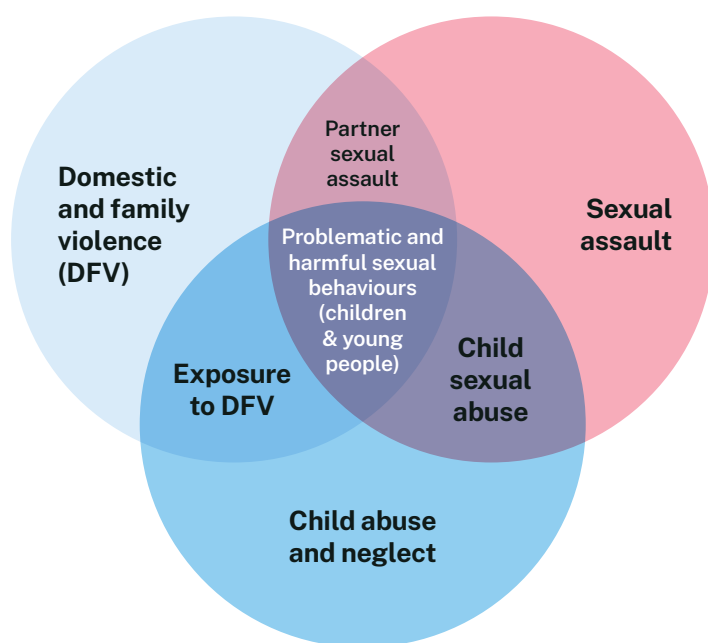
**Primary prevention**, which aims to prevent violence before it occurs. It comprises whole-of-population initiatives that address the underlying causes and drivers of sexual violence, including norms, attitudes and behaviours surrounding gender roles and relations. It targets structural inequalities and community-level factors.

**Early intervention** (also referred to as secondary prevention), which identifies and aims to address the early signs of violence to stop it from escalating or prevent it from recurring. It includes prevention among high-risk groups and settings, changing the trajectory of violence and preventing the progression of violence.

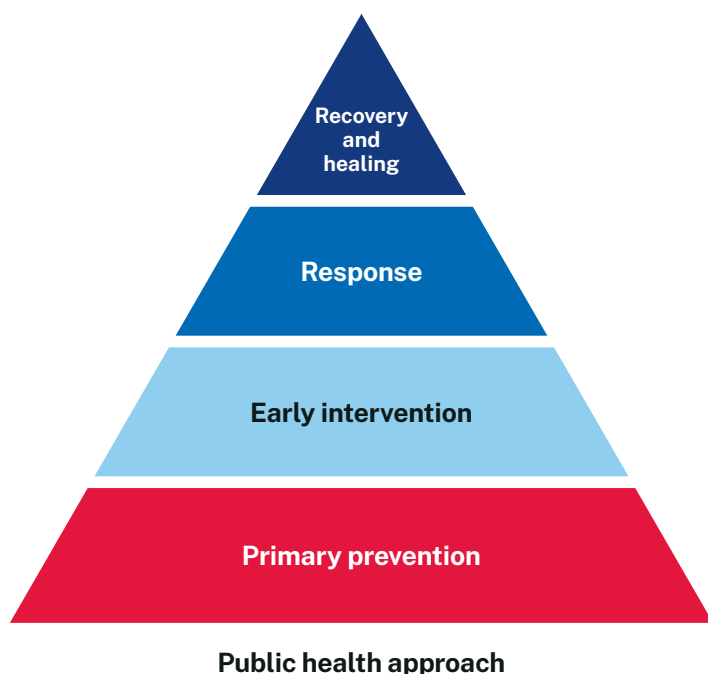
**Response** (also referred to as tertiary prevention), which involves intervening once the violence is already occurring and aims to support victim-survivors and hold perpetrators to account.

**Recovery and healing**, which aims to minimise the impact of trauma, support recovery from trauma and promote long-term health and wellbeing.

Collaboration and integration are integral to a public health approach. The NSW Sexual Violence Plan 2022–2027 adopts a framework consistent with a public health approach, and also includes a specific pillar for system enablers, supporting and reflecting the need for integrated and collaborative efforts to address sexual violence.



Victim-survivors are likely to experience co-occurring and multiple forms of abuse and violence over a lifetime. NSW Health Strategy for Preventing and Responding to Domestic and Family Violence 2021-2026.





# NSW Government responses to sexual violence

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## Progress in preventing and responding to sexual violence

The NSW Government has worked in partnership with the non-government, community, and private sectors over many decades to address sexual violence. Collectively, we have made significant progress in building a more effective system to prevent and respond to sexual violence, its re-occurrence and its impacts.

The focus areas and actions for addressing sexual violence over the five years from 2022 to 2027 build on the solid foundations established in collaboration between different sectors and stakeholders. These foundations include:

- twenty-four-hour crisis support, comprehensive medical and psychosocial response, and ongoing counselling and recovery services for victim-survivors delivered by non-government and government partners
- specialist police, child protection, health and family support services providing collaborative responses to child sexual abuse
- dedicated therapeutic treatment programs and holistic support is available for children and young people displaying problematic and harmful sexual behaviours
- perpetrators of sexual violence are held accountable and receive appropriate interventions
- education about respectful relationships and sexual consent as part of the NSW Personal Development, Health and Physical Education curriculum taught to children and young people in all NSW schools
- the Make No Doubt sexual consent social media campaign, which raises awareness about the importance of seeking sexual consent. As of November 2022, three state-wide campaigns have been undertaken to date
- reforms to relevant laws, including the introduction of affirmative consent laws, intimate image offence reforms, reforms to support vulnerable witnesses, sentencing reforms for historical offences, tendency and coincidence evidence reforms, and reforms responding to the recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse (including introducing new offences of failing to report child abuse, a person in an institution failing to protect a child from abuse, grooming a parent or carer to access a child and a broader offence of grooming children)
- changes in law enforcement and court processes to improve victim-survivor experiences and outcomes within the justice system.

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# Achievements under the NSW Sexual Assault Strategy 2018–2021

In recent years, the NSW Government, in partnership with non-government and community stakeholders, has redoubled its efforts to prevent and respond to sexual violence. The first statewide strategy, the NSW Sexual Assault Strategy 2018–2021, delivered a three-year, whole-of-government approach to sexual assault in NSW for the first time. An independent review of the strategy was undertaken at the end of 2021 to assess its overall progress, outputs and outcomes. The review found that the strategy had been implemented as intended, with all priority groups targeted in more than one activity. The review identified a number of activities where elements could be leveraged to expand or extend activities and made a series of recommendations, which have been considered in the development of the NSW Sexual Violence Plan 2022–2027.

## Key achievements under the NSW Sexual Assault Strategy 2018–2021 include:

- **increased focus on perpetrator accountability** through the introduction of measures to better support sexual offence prosecutions
- **strengthened supports for victim-survivors** through an increase in accessible, responsive and trauma-informed services for children, young people and adults
- **greater community awareness about sexual violence** through a statewide sexual consent campaign and education about respect for women and respectful relationships in NSW schools and workplaces
- **reforms to modernise and simplify consent laws**, arising from the NSW Law Reform Commission’s review of consent in relation to sexual offences
- **reforms to provide additional protections** to victims of intimate image offences
- **the generation of evidence** to inform the next phase of action against sexual violence in NSW and build knowledge that will support future efforts to prevent and respond to sexual violence in NSW.

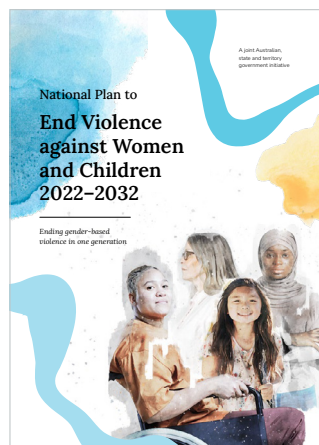
While progress has been made, there is more work to be done. The NSW Sexual Violence Plan 2022–2027 builds on the achievements of past decades and, more recently, of the NSW Sexual Assault Strategy 2018–2021. The plan responds to the National Plan to End Violence Against Women and their Children 2022–2032. It has been informed by consultation with non-government service providers, sector peak bodies, government agencies, frontline workers, victim-survivors and the wider community.

Our focus areas for addressing sexual violence in NSW over the five years from 2022 to 2027 build on the solid foundations already in place in NSW and aim to accelerate actions to prevent and respond to sexual violence in key areas. These focus areas have been determined in consultation with stakeholders, analysis of research and evidence, and review of the NSW Sexual Assault Strategy 2018–2021. From 2022 to 2027, the NSW Government will continue to deliver responses to sexual violence victim-survivors, families and communities through government and non-government delivered services and supports that address health, healing, safety, wellbeing and justice.

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## Intersection with other priorities, strategies and plans

The NSW Sexual Violence Plan 2022–2027 builds on existing investments and initiatives and complements state and national policies, strategies and plans, including:



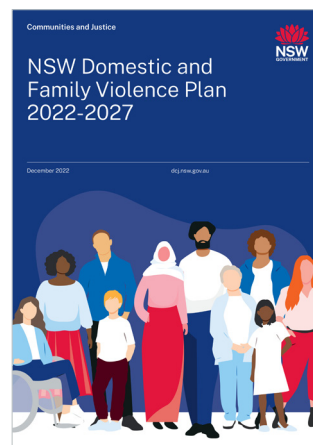
### The National Plan to end Violence against Women and Children 2022–2032

The National Plan to End Violence against Women and Children 2022–2032 establishes a framework for a shared national commitment to preventing gender-based violence and supporting the women and children who experience it.

The 10-year National Plan will be underpinned by five-year action plans, detailing priority focus areas for implementation and focusing efforts and government investment on those areas.

The Aboriginal and Torres Strait Islander Advisory Council on family, domestic and sexual violence is leading work on a dedicated Action Plan for Aboriginal and Torres Strait Islander family safety, which will lay the foundation for a standalone Aboriginal and Torres Strait Islander National Plan.

The NSW Sexual Violence Plan 2022–2027 and the Domestic and Family Violence Plan 2022–2027 respond to and align with the National Plan. The NSW plans are crucial to supporting the NSW Government's commitment to and implementation of the National Plan.



### The NSW Domestic and Family Violence Plan 2022–2027

The NSW Sexual Violence Plan 2022–2027 is complemented and supported by the NSW Domestic and Family Violence Plan 2022–2027. The NSW Government recognises that sexual, domestic and family violence are interrelated. They are all forms of gendered violence and have common drivers. Victim-survivors often experience multiple and co-occurring forms of violence, and at different stages across their lives. Often, these forms of violence overlap within families.

The NSW Government has developed separate plans for sexual violence and domestic and family violence. Having these separate plans allows for strategic approaches that reflect best practice, evidence and clinical expertise for addressing sexual violence and domestic and family violence within the different service delivery landscapes in NSW. At the same time, the common principles, governance and shared actions of both plans will promote coordinated and integrated responses.

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## The National Partnership Agreement for Closing the Gap and a dedicated Aboriginal Family and Sexual Violence Plan

The NSW Government is a signatory to the National Partnership Agreement for Closing the Gap. At the centre of the Closing the Gap Agreement are priority reforms that focus on changing the way governments work with Aboriginal and Torres Strait Islander peoples. The agreement sets 17 national socio-economic targets across areas that impact life outcomes for Aboriginal and Torres Strait Islander peoples. Of these, Target 13 states that by 2031, 'the rate of all forms of family violence and abuse against Aboriginal and Torres Strait Islander women and children is reduced by at least 50 per cent, as progress towards zero.'

The NSW Sexual Violence Plan 2022-2023 and the NSW Domestic and Family Violence Plan 2022-2023 are intended to be inclusive of Aboriginal communities in NSW. However, the actions contained within them are not sufficient to achieve Target 13 of the National Partnership Agreement for Closing the Gap. A genuine partnership approach is required to develop and implement a comprehensive and targeted program of work in this area.

The NSW Government will also develop a dedicated plan to address family and sexual violence in Aboriginal communities and achieve Target 13. The plan will support the response to family and sexual violence for Aboriginal communities by assisting the broader service sector to:

- recognise the impacts of intergenerational trauma
- promote self-determination and partnership approaches with Aboriginal peoples
- increase cultural safety and capability when responding to the needs of Aboriginal peoples, families, and communities experiencing the impacts of family and sexual violence.

The plan will closely align with and focus on statewide actions and respond to the dedicated Aboriginal and Torres Strait Islander Action Plan, which addresses family and sexual violence experienced by Aboriginal and Torres Strait Islander peoples nationwide. The dedicated NSW plan to address family and sexual violence in Aboriginal communities will be developed in 2023.

## Other national policies and initiatives

The NSW Sexual Violence Plan 2022–2027 complements and supports the implementation of several other key national policies and initiatives. These include:

- **Safe and Supported: the National Framework for Protecting Australia's Children 2021–2031**, which is Australia's framework for reducing child abuse and neglect and their intergenerational impacts.
- **A Roadmap for Respect: Preventing and Addressing Sexual Harassment in Australian Workplaces**, which provides a clear and comprehensive path forward for Australia to prevent and address sexual harassment and support meaningful change in Australian workplaces. It responds to all 55 of the Australian Human Rights Commission's recommendations in the Respect@Work report.
- **The National Strategy to Prevent and Respond to Child Sexual Abuse 2021-2030**, which responds to recommendations of the Royal Commission into Institutional Child Sexual Abuse (Royal Commission) and is the first of its kind in Australia. It is a whole-of-nation policy approach that provides the strategic framework for increasing understanding of, better responding to and preventing child sexual abuse.
- **The National Centre for Action on Child Sexual Abuse**, which aims to increase understanding of the impacts of child sexual abuse by raising awareness, reducing stigma, promoting help-seeking and supporting best practice advocacy, support and therapeutic treatment. Established in response to a Royal Commission recommendation, the National Centre is independent of government and was launched in October 2021 as a joint initiative between the Blue Knot Foundation, the Australian Childhood Foundation and the Healing Foundation.
- **The Standing Council of Attorneys-General Work Plan to Strengthen Criminal Justice Responses to Sexual Assault 2022-27**, under which all Australian jurisdictions will seek to take collective and individual action to improve the experiences of victim-survivors of sexual assault in the criminal justice system. It focuses on the following priority areas:
  - strengthening legal frameworks to ensure victim-survivors have improved justice outcomes and protections, wherever necessary and appropriate, across Australia.
  - building justice sector capability to better support and protect victim-survivors
  - supporting research and greater collaboration to identify best practices, and to ensure actions are supported by a sound and robust evidence base.

## Other NSW policies, including the NSW Women’s Strategy 2023–2026

The NSW Sexual Violence Plan 2022–2027 complements and supports the implementation of several other key NSW policies. Other relevant policies and reforms underway that intersect with and will help achieve the outcomes within the NSW Sexual Violence Plan 2022–2027 include:

<b>The NSW Women’s Strategy 2023–2026</b>	Efforts to advance gender equality and empower women and girls are key aspects of sexual violence prevention. Achieving the prevention outcomes set out within the NSW Sexual Violence Plan 2022–2027 will be supported in part through this strategy.
<b>The NSW Housing Strategy 2041</b>	This long-term strategy is to promote better housing outcomes across NSW, encompassing housing in the right locations, housing that suits diverse needs and housing that feels like home.
<b>The NSW Health Violence, Abuse and Neglect Redesign</b>	NSW Health is implementing a redesign program to enhance the public health response to violence, abuse and neglect guided by the Integrated Prevention and Response to Violence, Abuse and Neglect (IPARVAN) Framework and the NSW Health Strategy for Preventing and Responding to Domestic and Family Violence Strategy 2021–2026.
<b>The NSW Response to the Royal Commission into Institutional Responses to Child Sexual Abuse</b>	This response to the Royal Commission’s recommendations includes a broad suite of reforms to prevent, identify and respond appropriately to child sexual abuse. Collaborative actions by government, non-government, and community sector organisations continue to implement reforms to prevent child sexual abuse, improve responses to reports of abuse, and ensure that victim-survivors receive appropriate support, redress and justice.
<b>The NSW Strategic Plan for Children and Young People 2022–2024</b>	This plan focuses on responding to young people’s concerns around consent and respectful relationships and decreasing the number of children and young people experiencing DFV and sexual violence.
<b>The NSW Homelessness Strategy 2018–2023 and its successor</b>	This strategy sets out the NSW Government’s plan for a comprehensive approach to prevent homelessness and improve the way we respond to it.
<b>Future Directions in Social Housing 2016–2025 and its successor</b>	This strategy is the NSW Government’s vision for social housing, which aims to drive better outcomes for tenants including helping those who are able to transition out of social housing.
<b>Strong Family, Strong Communities</b>	This strategy is the Aboriginal Housing Office’s ten-year plan to improve the well-being of NSW Aboriginal families and communities through housing.
<b>Ageing Well in NSW: Seniors Strategy 2021–2031</b>	This strategy sets out the NSW Government’s 10-year plan to respond to the opportunities and challenges of our ageing population.
<b>The NSW Interagency Policy on Preventing and Responding to Abuse of Older People (Elder Abuse) June 2020</b>	This policy sets out an approach for preventing and responding to abuse of older people for NSW Government agencies.
<b>The NSW Disability Inclusion Plan 2021–2025</b>	This four-year plan builds on the work the NSW Government has undertaken to create more accessible and inclusive communities and provides a blueprint for increasing the social and economic participation of people with disability across NSW.

<b>The NSW LGBTIQ+ Health Strategy 2022–2027</b>	This five-year strategy aims to help people of diverse sexualities and genders and intersex people achieve health outcomes that matter to them.
<b>Her Sport Her Way 2019–2023</b>	This four-year strategy sets out initiatives to enhance women’s and girls’ participation as players, leaders and coaches in sport.
<b>The Multiculturalism NSW Act 2000</b>	This legislation promotes the equal rights and responsibilities of all the people of NSW within a cohesive and multicultural society, recognising and valuing the different linguistic, religious and ancestral backgrounds of the peoples of NSW.
<b>The NSW Domestic and Family Violence Youth Justice Strategy 2019–2022</b>	This four-year strategy helps children and young people who are victim-survivors of domestic and family violence and/or who use violence in the home receive the specialist support they need.
<b>Brighter Beginnings: the First 2000 Days</b>	This is a NSW whole-of-government initiative to give children the best start in life.

# Framework for action 2022–2027

From 2022 to 2027, the NSW Government will continue its ongoing investments and partnerships in the prevention of and response to sexual violence. Services and programs to prevent and respond to sexual violence will be delivered by government and non-government agencies and organisations. These include health, police, justice, housing, child protection and other services that support individuals, children, families and communities to be healthy, safe and protected from violence and abuse in NSW.

This framework for preventing and responding to sexual violence in NSW:

- builds on the achievements and progress made under the first NSW Sexual Assault Strategy 2018–2021 and other NSW Government investments to prevent and respond to sexual violence
- reflects the gendered nature and dynamics of sexual violence and embeds an intersectional approach that addresses the need for tailored responses for victim-survivors with disability and those within specific populations, in particular, Aboriginal communities, multicultural communities, LGBTIQ+ communities
- builds on achievements, gaps and opportunities for strengthening prevention and response to sexual violence in NSW, emphasising primary prevention and actions addressing drivers and risk factors for sexual violence at individual, relationship, community and societal levels
- reflects current and emerging issues and community priorities in sexual violence prevention and response in NSW
- recognises the need for whole-of-society collaboration and action to prevent and respond to sexual violence, including collaboration between communities, civil society, the private sector and governments at all levels.



## Vision

The NSW Sexual Violence Plan 2022–2027 and the NSW Domestic and Family Violence Plan 2022–2027 work towards a shared vision:

All people and communities in NSW are free from domestic, family and sexual violence.





## Principles

The following set of guiding principles underpins all aspects of the NSW Sexual Violence Framework for Action.

Principle	Description
<b>Gender equality</b>	Gender inequality is recognised as the underlying driver of sexual violence and advancing gender equality is therefore key to eradicating it.
<b>Victim-survivor, child and family centred</b>	Victim-survivors, including children and young people, are heard, believed and supported, and their needs and rights prioritised. Services and systems are violence- and trauma-informed and integrated, and support victim-survivor's dignity, agency and self-determination. We value the voices of people with lived experience in the design, delivery and evaluation of responses to sexual violence.
<b>Aboriginal self-determination</b>	Self-determination ensures that Aboriginal peoples can meet their social, cultural and economic needs as the First Peoples of Australia. Self-determination is the reclamation of power that authorises Aboriginal peoples to manage Aboriginal-led responses to their social, cultural and economic needs. Government organisations have a mandate to transform structures to further enable the aspirations of First Nations communities to be integrated into all areas of services design and response. Aboriginal leadership and self-determination will ensure the integration of Aboriginal wisdom and cultural knowledge, community control and co-design initiatives, contributing to the Closing the Gap priority reforms and targets.
<b>Inclusive and intersectional</b>	Responses to sexual violence seek to address multiple and intersecting forms of racism, discrimination, structural inequality and marginalisation that adversely compound victim-survivors' lived experiences and support seeking. Responses to both victim-survivors, including children and young people, and perpetrators are accessible, inclusive and culturally safe.
<b>Perpetrator accountability</b>	Responses to perpetrators hold them to account and prioritise victim-survivor safety. Perpetrators must be encouraged to take responsibility for their behaviours and supported to change.
<b>Collective responsibility and collaborative action</b>	There is a collective responsibility and accountability to prevent and respond to sexual violence. This must be reflected through collaborative and joint work between communities, civil society, the private sector and governments at all levels.
<b>Tailored to context</b>	Through meaningful engagement, services and programs are designed with and tailored to the individual, place, community, and context for which they are being delivered. Responses are tailored to the needs of local communities and individual victim-survivors and perpetrators. Services must respond to the characteristics and needs of different groups at disproportionate risk of experiencing or perpetrating sexual violence.
<b>Evidence-informed</b>	Services, systems and programs draw on and build knowledge and evidence.





## Objectives






To support its guiding vision, this plan sets out objectives to achieve over the five years from 2022 to 2027 under the pillars of prevention, early intervention, response, recovery and healing, and system enablers.

To measure success in meeting these objectives, measurable outcomes need to be developed and improvements to outcome data made. Work to address this will progress over the life of both the NSW Sexual Violence Plan 2022-2027 and Domestic and Family Violence Plan 2022–2027. Outcome measurement and data development will seek to align with the National Outcomes and Evaluation Framework as far as possible. Emphasis will be placed on monitoring and evaluations to ensure transparency, accountability and evidence-based decision-making (see Monitoring and Reporting, under Implementation).

Pillar	Objective
<b>Primary prevention</b>	Sexual violence is prevented through changes to attitudes, social norms and structures that underpin gender-based violence.
<b>Early intervention</b>	Risk factors for sexual violence are reduced in priority populations and settings.
<b>Response</b>	Responses to sexual violence are integrated, trauma and violence-informed, culturally safe, prioritise victim-survivor's safety and needs, hold perpetrators to account and stop the use of violence.
<b>Recovery and healing</b>	People impacted by sexual violence receive support to help them heal and recover.
<b>System enablers</b>	Sexual violence prevention and response is coordinated, evidence-based, informed by people with expertise and lived experience, and delivered by a supported and competent workforce.

# NSW Sexual Violence Plan 2022–2027 on a page

Vision: all people and communities in NSW are free from domestic, family and sexual violence

 <p><b>Pillar 1: Primary prevention</b></p>	 <p><b>Pillar 2: Early intervention</b></p>	 <p><b>Pillar 3: Response</b></p>	 <p><b>Pillar 4: Recovery and healing</b></p>	 <p><b>Pillar 5: System enablers</b></p>
<p><b>Objective</b></p> <p>Sexual violence is prevented through changes to attitudes, norms and structures that underpin gender-based violence</p>	<p><b>Objective</b></p> <p>Risk factors for sexual violence are reduced in priority populations and settings</p>	<p><b>Objective</b></p> <p>Responses to sexual violence are integrated, trauma and violence-informed, culturally safe, prioritise victim-survivor’s safety and needs, hold perpetrators to account and stop the use of violence</p>	<p><b>Objective</b></p> <p>People impacted by sexual violence receive support to help them heal and recover</p>	<p><b>Objective</b></p> <p>Sexual violence prevention and response is coordinated, evidence-based, informed by people with expertise and lived experience, and delivered by a competent workforce</p>
<p><b>Focus areas</b></p> <ul style="list-style-type: none"> <li>• developing a comprehensive, coordinated whole-of-NSW approach to preventing domestic, family and sexual violence</li> <li>• building knowledge and skills in children and young people on gender-equitable, safe, respectful and healthy relationships</li> <li>• working across settings and communities to address the drivers of gender inequality and build attitudes, norms and behaviours that prevent sexual violence</li> </ul>	<p><b>Focus areas</b></p> <ul style="list-style-type: none"> <li>• implementing strategies to reduce workplace sexual harassment</li> <li>• delivering targeted interventions to address sexual violence risk factors in high-risk groups and settings</li> </ul>	<p><b>Focus areas</b></p> <ul style="list-style-type: none"> <li>• increasing access to holistic, trauma-informed support for victim-survivors</li> <li>• strengthening survivor-centred, trauma-informed justice responses</li> <li>• increasing perpetrator accountability</li> <li>• improving responses to problematic and harmful sexual behaviours by children and young people</li> </ul>	<p><b>Focus areas</b></p> <ul style="list-style-type: none"> <li>• strengthening supports that enable long-term recovery</li> <li>• supporting recovery initiatives that respond to the experiences of Aboriginal peoples and communities</li> </ul>	<p><b>Focus areas</b></p> <ul style="list-style-type: none"> <li>• strengthening coordination and collaboration</li> <li>• building workforce capacity and capability</li> <li>• generating knowledge and evidence</li> </ul>

# 1

## Pillar 1: Primary prevention

# Pillar 1: Primary prevention



## What we're already doing

Primary prevention strategies aim to prevent sexual violence by working at a population level to address the underlying causes and increase protective factors.

Key investments to date by the NSW Government in the primary prevention of sexual violence include:

- advancing gender equality by improving economic, social and health outcomes for all women and girls in NSW through the NSW Women's Strategy 2018–2022
- including education about respectful relationships and sexual consent in the Personal Development, Health and Physical Education curriculum in NSW schools
- building community awareness about sexual violence through the statewide sexual consent campaign Make No Doubt
- supporting prevention initiatives under the first National Plan to Reduce Violence Against Women and their Children, including support for Australia's National Research Organisation for Women's Safety (ANROWS) and membership of Our Watch
- delivering prevention projects funded under the Domestic and Family Violence Innovation Fund.

The NSW Government is also working with other jurisdictions to implement prevention measures under the National Strategy to Prevent and Respond to Child Sexual Abuse. This includes launching an offender prevention service for adults who have sexual thoughts about children or young people.

## Focus areas for 2022–2027

Building on the investments made to date and on the evidence-based prevention framework set out by Our Watch in Change the Story and other related guidance, including Change the Picture,<sup>46</sup> the NSW Sexual Violence Plan 2022–2027 will strengthen primary prevention of sexual violence by:

- developing a comprehensive, coordinated whole-of-NSW approach to preventing sexual, domestic and family violence
- building knowledge and skills in children and young people on gender-equitable, safe, respectful and healthy relationships
- working across settings to address the drivers of gender inequality and build gender-equitable attitudes, norms and behaviours to prevent sexual violence.

We recognise the need for a greater, more targeted focus on primary prevention to eradicate all forms of sexual, domestic and family violence in NSW. For that reason, we are developing a standalone NSW Domestic, Family and Sexual Violence Primary Prevention Strategy (NSW DFSV Prevention Strategy), which will deliver a comprehensive and holistic multi-stakeholder framework to address the drivers of sexual, domestic and family violence across NSW. It is anticipated that this strategy will identify priorities that reflect legislative and policy reforms, and changing national trends.

The NSW DFSV Prevention Strategy will seek to align primary prevention efforts in NSW with relevant national and NSW reports and Our Watch frameworks and guidance. It will reflect shared responsibilities across government, non-government, private and community sectors and will be developed in consultation with stakeholders representing these groups, victim-survivors and other diverse groups within the community to prevent sexual, domestic and family violence in NSW in line with best practice.



## Objective

**Sexual violence is prevented through changes to attitudes, norms and structures that underpin gender-based violence**

Focus areas	Actions
<b>Developing a comprehensive, coordinated whole-of-NSW approach to preventing sexual, domestic and family violence</b>	Develop and implement a NSW DFSV Primary Prevention Strategy to address the causes and drivers of sexual, domestic and family violence
<b>Building knowledge and skills in children and young people on gender-equitable, safe, respectful and healthy relationships</b>	Implement age- and culturally-appropriate education in early childhood settings on safe, healthy and respectful relationships that addresses the drivers of gender-based violence
	Review the Personal Development, Health and Physical Education mandatory syllabus to ensure delivery of consistent, age-appropriate education on safe, healthy and respectful relationships, including consent, coercive control and pornography, as part of NSW Curriculum Reform
	Strengthen delivery of programs that address respectful relationships, coercive control, consent education and pornography for children and young people across settings, both within and outside educational environments
	Develop resources to assist parents and caregivers in having conversations with children and young people about in-person and online sexual violence, respectful relationships, coercive control, consent and pornography
	Expand the Make No Doubt consent campaign
	Develop strategies focused on ensuring children, young people and their families can access timely, evidence-based, and accessible information on sexual development and respectful relationships
	Identify strategies to address the role of pornography in contributing to harmful sexual behaviours and reinforcing stereotyped attitudes among children and young people
<b>Working across settings to address the drivers of gender inequality and build attitudes, norms and behaviours that prevent sexual violence</b>	Progress gender equality under the NSW Women's Strategy 2023–2026 to address the gendered drivers of sexual violence
	Convene a multi-code coalition of state sporting organisations and peak bodies focused on preventing sexual violence
	Implement initiatives to address street harassment and improve women's safety across public spaces
	Develop, in line with evidence-based guidance developed by Our Watch and in partnership with communities, co-designed community-based sexual violence prevention projects with a focus on targeted funding for projects supporting high-priority groups and settings, including: <ul style="list-style-type: none"> <li>• Aboriginal communities</li> <li>• multicultural communities</li> <li>• regional, rural and remote communities</li> <li>• LGBTIQ+ communities</li> <li>• older people</li> <li>• children and young people</li> <li>• people with disability</li> <li>• men and boys</li> </ul>

# 2

## Pillar 2: Early intervention

# Pillar 2: Early intervention



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## What we're already doing

Early intervention involves reducing risks for sexual violence victimisation and perpetration among key groups and settings. Continuing investments by the NSW Government in early intervention include:

- supporting, monitoring and promoting high standards of child safeguarding in NSW through the introduction of the NSW Child Safe Scheme to prevent abuse in child-related organisations and create child-safe cultures
- finalising the NSW Government Framework for the prevention and response to children and young people with problematic and harmful sexual behaviours
- supporting programs for LGBTIQ+ people to make positive changes to behaviour and relationships.

## Focus areas for 2022–2027

The NSW Sexual Violence Plan 2022–2027 will deliver additional activities to reduce sexual violence risks among key groups and settings by:

- implementing strategies to reduce sexual harassment
- implementing strategies to address sexual violence risk factors among key groups and settings



## Objective

### Risk factors for sexual violence are reduced in priority populations and settings

Focus areas	Actions
<b>Implementing strategies to reduce sexual harassment</b>	Partner with the Australian Human Rights Commission to develop and deliver training for targeted industries in preventing and responding to sexual harassment
	Partner with Our Watch, corporates, organisations, and other stakeholders to develop and implement in-person and online workplace-specific approaches to reduce sexual harassment
	Implement recommendations from the Respect@Work Sexual Harassment National Inquiry Report on Australian workplaces, including launching a Respect at Work Taskforce focused on reducing sexual harassment and gender-based violence in the workplace
	Raise awareness of the 2022 Work, Health & Safety regulatory amendment which introduced Division 11 Psychosocial risks as a means to address harmful workplace behaviours including the prevention of sexual harassment and assault
	Develop a model policy, associated tools and training resources to prevent and respond to sexual harassment across NSW public sector workplaces
	Deliver the NSW Health Aboriginal Family Wellbeing and Violence Prevention Program, including early intervention activities for Aboriginal and Torres Strait Islander communities, which incorporates cultural resilience and promotes healing
<b>Delivering targeted interventions for key groups and settings</b>	Implement strategies to prevent and respond to problematic and harmful sexual behaviours by children and young people, including support for affected children, young people, and their families
	Implement strategies to prevent and respond to the sexual exploitation of children and young people in out-of-home care, including those leaving care
	Review the effectiveness and impact of training in the child protection system and identify ongoing training and support needs, including increased Aboriginal cultural competency training, to better respond to children, young people, and families affected by domestic and family violence
	Build on what we know works in early intervention, such as therapeutic responses for children and families, including those who have experienced sexual and other forms of violence and abuse, as well as holistic family-centred risk assessment and therapies
	Convene roundtables to identify priorities and approaches for strengthening sexual violence prevention and response for groups at high in-person and online, including: <ul style="list-style-type: none"> <li>• sex workers</li> <li>• LGBTIQ+ populations</li> <li>• regional, rural and remote communities</li> <li>• people with disability</li> <li>• people from multicultural communities</li> <li>• older people</li> <li>• young people</li> </ul>
	Partner with the tertiary education sector, including TAFE NSW, to develop and implement whole-of-organisation approaches to preventing and responding to sexual violence



Focus areas	Actions
	<p>Implement the Child Safe Scheme to require relevant organisations to implement Child Safe Standards throughout their systems, policies, and procedures</p> <hr/> <p>Support co-designed early intervention projects, with a focus on targeted funding for projects supporting priority groups and settings, including:</p> <ul style="list-style-type: none"> <li>• Aboriginal communities: for example, projects addressing intergenerational trauma and supporting culturally safe early intervention family support services</li> <li>• multicultural communities: for example, projects addressing culturally specific risks and barriers to services</li> <li>• regional, rural and remote communities: for example, projects addressing unique risks and barriers facing different communities</li> <li>• LGBTIQ+ populations: for example, projects addressing unique risks and challenges facing LGBTIQ+ communities</li> <li>• older people: for example, projects addressing risks linked to sexual violence in residential aged care</li> <li>• children and young people: for example, projects to support the wellbeing and recovery of children and young people who have experienced trauma to prevent future sexual violence offending and mitigate risks facing specific groups, such as children leaving out-of-home care</li> <li>• people with disability: for example, projects to reduce risks for people living in residential care settings</li> <li>• men and boys: for example, projects addressing child experience of sexual and domestic violence</li> <li>• technology-facilitated sexual violence: for example, projects aimed at online safety, including grooming</li> </ul>

# 3

## Pillar 3: Response

# Pillar 3: Response



## What we're already doing

The harmful, pervasive, and life-long impacts of sexual violence require holistic, integrated and trauma-informed service responses. Responses must prioritise safety and prevent further use of violence. We also need to hold perpetrators of sexual violence to account.

Key investments by the NSW Government to improve service and system responses to sexual violence include:

- twenty-four-hour telephone and online crisis support for sexual violence victim-survivors and their family members, supporters, and professionals impacted by sexual violence provided by non-government partners
  - twenty-four-hour integrated psychosocial (counselling and support), medical, and forensic crisis responses for victim-survivors of sexual assault and their significant others provided through NSW Health's network of Sexual Assault Services
  - trauma-informed training for frontline workers on best practices responding to sexual assault
  - the Joint Child Protection Response Program by child protection, police, and health to provide a seamless service response to children at risk of significant harm, including child sexual abuse
  - a specialist Child Abuse and Sex Crime Squad within the NSW Police to ensure the provision of a specialist sexual assault response to support Police Area Commands across NSW
  - improved child protection information exchange to support the safety of children and young people
  - support to help the NSW legal assistance sector deliver legal and related support services in response to sexual assault and workplace sexual harassment, supporting the safety of women, children, and families
- the introduction of measures to better support sexual offence prosecutions, including:
    - the use of remote witness facilities and pre-recorded evidence hearings in child sexual offence proceedings
    - legislative reforms to the rules of evidence and criminal procedure, reforms to consent laws and sentencing for historic offences
    - an education program for judges, lawyers, and police
    - the provision of new jury directions in courts to help juries understand the experiences of sexual offence complainants
    - the implementation of the Witness Intermediary Program in certain courts to support children in sexual offence cases when they give evidence
  - funding a research project to better understand the experiences of complainants of sexual offences within the criminal justice system
  - the Victims Support Scheme, which provides counselling, financial assistance for immediate needs and economic loss, as well as recognition payments for victims of violent crime, including victim-survivors of sexual assault and child sexual abuse
  - delivery of perpetrator interventions including sexual offending programs delivered by Corrective Services for adult offenders addressing the individual criminogenic risks and needs of perpetrators
  - delivery of evidence-based trauma-informed assessment and treatment for children and young people aged 10 to 17 years with problematic or harmful sexual behaviour through NSW Health New Street and Youth Justice NSW programs

- NSW Government responses to the Royal Commission into Institutional Responses to Child Sexual Abuse, including:
  - the implementation of a new specialist integrated service model for adult survivors of child sexual abuse
  - the implementation of the Safe Wayz program for children under the age of criminal responsibility with problematic or harmful sexual behaviours
  - the development of practice packages and training resources for out-of-home care caseworkers and carers on trauma-informed care and harmful sexualised behaviour in children and young people
  - the Disrupting Child Sexual Exploitation pilot project, which is aimed at preventing and responding to the sexual exploitation of children and young people in residential care through a trauma-informed disruptive policing approach
  - as part of the National Strategy to Prevent and Respond to Child Sexual Abuse, the NSW Government is also working with the Commonwealth, states and territories to deliver a website and helpline to help victims and survivors access assistance and information
  - legislative reforms in relation to sexual offences and child sexual abuse.

## Focus areas for 2022–2027

In addition to providing ongoing support for existing actions, the NSW Sexual Violence Plan 2022–2027 will strengthen responses to sexual violence victim-survivors and perpetrators by:

- increasing access to holistic, trauma-informed and accessible support services for key groups
- increasing perpetrator accountability
- strengthening survivor-centred, trauma-informed justice responses
- improving responses to problematic and harmful sexual behaviours by children and young people.



## Objective

**Responses to sexual violence are integrated, trauma and violence-informed, culturally safe, prioritise victim-survivor's safety and needs, hold perpetrators to account and stop the use of violence**

Focus areas	Actions
<b>Increasing access to holistic, trauma-informed and accessible support</b>	Establish a 'no wrong door' integrated entry point to connect victim-survivors with NSW Sexual Assault Services
	Refine first responders' information and toolkits
	Implement the NSW Health Sexual Assault Services and New Street Services Access Strategy for People with Disability
	Build the capacity of the broader workforce and services to provide trauma-informed responses to support safety, wellbeing, healing and recovery for child victim-survivors, including by sharing the NSW Government Child Sexual Abuse Kit with services
	Review the service system for victim-survivors of sexual violence to identify any gaps, priorities, and opportunities for strengthening holistic, trauma-informed survivor support
	Develop tools, training and resources to build the capacity of services to deliver culturally and linguistically appropriate and accessible trauma-informed responses to support wellbeing, healing and recovery for victim-survivors from diverse backgrounds, including co-design with and for: <ul style="list-style-type: none"> <li>• Aboriginal victim-survivors</li> <li>• victim-survivors from multicultural communities</li> <li>• LGBTIQ+ victim-survivors</li> <li>• victim-survivors with disability</li> <li>• children and young people, including those in out-of-home care</li> <li>• people in aged care and group homes</li> <li>• other identified priority groups</li> </ul>
<b>Strengthening survivor-centred justice responses</b>	Implement the NSW Police Sexual Violence Strategy
	Increase the accessibility of the Sexual Assault Reporting Option and educate the community on options for reporting sexual assault to police and police investigation of sexual assault
	Expand NSW Health's Sexual Assault Early Evidence Collection to targeted public hospital emergency departments and NSW Health's Sexual Assault Services in NSW
	Explore the use of restorative justice practices in sexual offending cases
	Expand audio-visual link facilities to additional courts and tribunals to enable court participants to appear remotely, including sexual offence and domestic violence complainants and other vulnerable witnesses
	Continuously explore measures to improve the experiences of sexual offence complainants in the criminal justice system, considering the Bureau of Crime Statistics and Research (BOCSAR) and other research on this issue
	Undertake a statutory review of the reforms to consent laws, three years after commencement, to ensure a comprehensive evaluation of the impact of the reforms

Focus areas	Actions
<b>Increasing perpetrator accountability</b>	Increase the collection of sexual assault offenders' DNA by testing historical sexual assault investigation kits and updating internal forensic procedure guidelines
	Improve information management practices and establish a repository for investigative information on a law enforcement-only portal
	Map sexual violence perpetrator programs, interventions, and supports in NSW and related evidence base, including for different forms of sexual violence, such as technology-facilitated sexual violence (TFSV), sexual harassment, and coercion
<b>Improving responses to problematic and harmful sexual behaviours by children and young people</b>	Complete statewide implementation of the Safe Wayz program for children under the age of criminal responsibility with problematic or harmful sexual behaviours
	Build the capacity of non-clinical Youth Justice staff in responding to sexual violence
	Build the capacity of specialist therapy and support services available to children and young people with and/or affected by problematic and harmful sexual behaviours

# 4

## Pillar 4: Recovery and healing

# Pillar 4: Recovery and healing



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## What we're already doing

Healing and recovering from the trauma of sexual violence takes time and victim-survivors require support tailored to their needs and circumstances. Ongoing and recent investments by the NSW Government in collaboration with non-government partners towards long-term recovery for sexual violence survivors include:

- support, through NSW Health's network of Sexual Assault Services, for recovery from sexual assault, providing trauma-informed ongoing counselling, information, court support, advocacy, casework and care navigation across NSW, follow-up medical care, expert certificates and other expert opinions in the prosecution of sexual assault matters, and other medical services such as child wellbeing clinics
- support for the Kalypi Paaka Mirika Healing Program, which promotes the understanding of the impacts of colonisation on intergenerational trauma, grief and loss manifesting in violence, substance misuse and other harmful behaviours, and aims to empower Aboriginal families, communities and agencies to work together to reduce the occurrence of violence in Aboriginal communities (including the Marla Marla module, which aims to support victim-survivors of sexual assault)
- tailored support for male adult survivors of child sexual assault and their supporters
- pilot support groups for Aboriginal and LGBTIQ+ sexual assault survivors
- implementing recommendations of the Redress and Civil Litigation Report of the Royal Commission into Institutional Responses to Child Sexual Abuse, to improve access to justice and remove legal barriers for survivors seeking compensation for child sexual abuse
- the implementation of a housing policy that prioritises survivors of institutional sexual abuse (including civil claim and redress applicants) and stolen generation survivors
- continued monitoring of access to compensation and redress schemes to ensure processes are working effectively for victim-survivors

## Focus areas for 2022–2027

The NSW Sexual Violence Plan 2022–2027 will contribute to supporting victim-survivors in their recovery by:

- strengthening supports that enable long-term recovery
- supporting recovery initiatives that respond to the experiences of Aboriginal peoples and communities.





## Objective

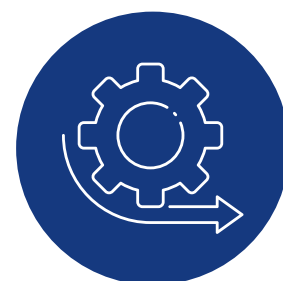
**People impacted by sexual violence are supported to help them heal and recover**

Focus areas	Actions
<b>Strengthening supports that enable long-term recovery</b>	<p>Collaborate with aligned health services (such as mental health, drug and alcohol services) to develop holistic and integrated care and support for victim-survivors with complex trauma, including adult survivors of child sexual abuse</p> <hr/> <p>Implement a statewide approach to supporting adult survivors of child sexual abuse</p> <hr/> <p>Continue to build the capacity of NSW Sexual Assault Services to respond to the needs of people with disability and Aboriginal communities</p> <hr/> <p>Support the National Mental Health and Suicide Prevention Agreement</p> <hr/> <p>Support co-designed community-based recovery projects to build capacity for recovery and healing, with a focus on projects supporting priority groups, including:</p> <ul style="list-style-type: none"> <li>• victim-survivors from multicultural communities</li> <li>• LGBTIQ+ victim-survivors</li> <li>• victim-survivors with disability</li> <li>• children and young people</li> <li>• other identified priority groups, such as older women, victim-survivors experiencing homelessness, and those in contact with the criminal justice system</li> </ul>
<b>Supporting recovery initiatives that respond to the experiences of Aboriginal peoples and communities</b>	<p>Support new and extend existing sexual violence healing initiatives designed and led by Aboriginal organisations and communities</p>

# 5

## Pillar 5: System enablers

# Pillar 5: System enablers



## What we're already doing

Actions undertaken or currently under way to build coordination, capacity and evidence for sexual violence prevention and response include:

- developing and delivering training programs to improve the NSW service system's capacity to respond to adult survivors of child sexual abuse
- delivering an eLearning package to build the capacity of frontline workers to provide best practice, inclusive support for people from LGBTIQ+ communities who have experienced sexual assault
- supporting doctors and sexual assault nurse examiners being trained to undertake medical and forensic examinations for sexual assault victim-survivors through the Graduate Certificate in Medical and Forensic Management of Sexual Assault
- providing expert advice to doctors and nurses undertaking medical and forensic child sexual assault and child physical abuse and neglect examinations via the Child Abuse and Sexual Assault Clinical Advice Line (CASACAL)
- generating evidence and support for the work of ANROWS to inform action against sexual violence in NSW, including building knowledge on:
  - the experience of victim-survivors in the justice system
  - the diverse experiences of sexual assault among LGBTIQ+ people, including trans women of colour from multicultural community backgrounds
  - the mental health impacts of sexual violence, including constructions of complex trauma and implications for women's wellbeing and safety from violence
  - improving service access to Aboriginal children and young people, and children and young people with disabilities
  - interventions for young people with problematic and harmful sexual behaviours.

## Focus areas for 2022–2027

The NSW Sexual Violence Plan 2022–2027 will contribute to the ongoing building of systems that support sexual violence prevention and response by:

- strengthening coordination and collaboration
- building workforce capacity and capability
- generating knowledge and evidence.



## Objective

**Sexual violence prevention and response is coordinated, evidence-based, informed by people with expertise and lived experience, and delivered by a competent workforce**

Focus areas	Actions
<b>Strengthening coordination and collaboration</b>	Establish a Women’s Safety Commissioner to provide expert advice to government, strengthen cross-government collaboration, and advocate for continuing to improve women’s safety in NSW
	Support the establishment of an Aboriginal Women’s Advisory Network to provide knowledge and guidance around Aboriginal-led and place-based solutions to address domestic, family and sexual violence
	Identify opportunities to expand the reach of consultation on sexual violence reform, including incorporating lived experience into the development or review of policy and programs
	Ensuring legislative settings that appropriately support victim-survivors and deter sexual violence, including ongoing review of NSW laws
<b>Building workforce capacity and capability</b>	Deliver medical and forensic workforce development activities through Forensic and Medical Sexual Assault Clinicians Australia, including training resources, mentoring programs, a scholarship program, and a medical forensic training program
	Launch the Harmful Sexual Behaviours Counsellor Accreditation Scheme (HSBCAS)
	Develop and implement an interagency workforce capability-building strategy for working with children with problematic and harmful sexual behaviours
<b>Generating knowledge and evidence</b>	Support research, data, and knowledge generation on: <ul style="list-style-type: none"> <li>sexual violence prevalence, drivers, risks, and responses among priority populations, including multicultural communities</li> <li>emerging issues and forms of sexual violence, including technology-facilitated sexual violence, reproductive coercion, slavery (including sexual servitude and other emerging issues)</li> <li>best-practice approaches for preventing and responding to diverse forms of sexual violence</li> </ul>
	Develop a 10-year NSW cross-agency DFSV data strategy to guide data collection and performance monitoring and reporting
	Support the Australian Government in the implementation of the National Sexual Harassment Research Agenda
	Evaluate new programs and initiatives to understand their impact and effectiveness

# Implementation

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## Governance

The NSW Domestic, Family and Sexual Violence Board (the Board) will have overarching responsibility and accountability for the implementation of the NSW Sexual Violence Plan 2022-2027 and the NSW Domestic and Family Violence Plan 2022-2027.

The Board brings together principal decision-makers and leaders from across the NSW Government to ensure agencies work collectively to shape, support and implement domestic, family and sexual violence reforms. Whole-of-government strategies to address domestic, family, and sexual violence are a key focus of the Board's operations. The Board includes representatives from the following NSW Government Clusters:

- Premier and Cabinet
- Stronger Communities (including the Department of Communities and Justice and the NSW Police Force)
- Treasury
- Education
- Health

The Board will provide updates to the Minister for Women's Safety and the Prevention of Domestic and Sexual Violence as required.

The NSW Women's Safety Commissioner will attend meetings of the Board and support governance of the plans. Monitoring the implementation of relevant strategies and initiatives is an important part of the Commissioner's role in providing leadership and oversight of whole-of-NSW-Government policy and programs on domestic, family and sexual violence.

## Expert input and guidance

Effective implementation of the NSW Sexual Violence Plan 2022-2027 will require dynamic and meaningful consultation with people who have lived experience and other expertise. This approach will be underpinned by, but not limited to, ongoing guidance from key advisory bodies, including:

- the NSW Domestic, Family Violence and Sexual Assault Council, comprised of experts in service delivery and academia
- the NSW Domestic and Family Violence and Sexual Assault Corporate Leadership Group, comprised of private-sector leaders committed to driving social change in their industries and the community
- the Aboriginal Women's Advisory Network, in conjunction with other key First Nations advisory groups and voices, who will provide community-led knowledge on domestic and sexual violence issues
- the Department of Communities and Justice's Domestic, Family, and Sexual Violence Sector Group, comprised of representatives from peak bodies and service providers.

We commit to ongoing, meaningful engagement with victim-survivors, young people, Aboriginal peoples, multicultural communities, LGBTIQ+ people and people with disability in the implementation and monitoring of this plan. This engagement will include consulting with existing groups established by the NSW Government, such as the NSW Youth Advisory Council, to provide advice on policy, and with other similar advisory groups established by other government stakeholders.

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## Monitoring and reporting

Monitoring and reporting on the impact of the plan will be supported through the development of a NSW Domestic, Family and Sexual Violence Outcomes Framework. This framework will identify and define outcomes, indicators, measures, data sources and reporting mechanisms to demonstrate progress against the objectives articulated in the plan. This, in turn, will inform decision-making, planning and accountability for the domestic and family violence and sexual violence service systems in NSW.

A NSW Domestic, Family and Sexual Violence Data Strategy will be developed to lay out the government's commitment to improved data collection that will enhance the quality of evidence needed to demonstrate the impact of the plan and relevant service systems.

To the greatest extent possible, monitoring and reporting on the NSW Domestic and Family Violence Plan 2022-2027 and Sexual Violence Plan 2022-2027 will be aligned with monitoring and reporting processes to support the National Plan to End Violence against Women and Children 2022-2032, including the National Outcomes Framework.

A report card on the implementation and achievements of the NSW plans will be published annually after the end of each financial year. To ensure accountability and inform decision-making, a robust evaluation of both plans will also be undertaken to demonstrate their impact and inform policy and program improvement in the future.

All monitoring and reporting under the NSW Domestic and Family Violence Plan 2022-2027 and Sexual Violence Plan 2022-2027 and the National Plan will be overseen by the NSW Domestic, Family and Sexual Violence Board.



# Glossary

<b>Broader workforce</b>	Broader workforce refers to those who are sometimes in contact with victim-survivors or perpetrators of sexual violence and are required to deal with the impacts of sexual violence despite it not being a significant focus of their role. Examples are police, nurses, teachers, disability support workers, community services and social workers, youth workers, and corrective services workers.
<b>Brotherboys</b>	A term used by Aboriginal and Torres Strait Islander peoples to describe gender-diverse people who have a male spirit and take on male roles within the community.
<b>Child sexual abuse</b>	Child sexual abuse is any act that involves or exposes a child to sexual activity of any kind. Child sexual abuse can be perpetrated by an adult, another child or a group.
<b>Consent</b>	Sexual consent is when people freely and voluntarily agree to engage in sexual activity, including kissing, touching, and oral sex. In NSW, consent is a fundamental part of sexual offence law. A sexual offence occurs when someone does not consent to a sexual act, including sexual intercourse or sexual touching. Consent must be present every time, including for the duration of any sexual act. Consent to one act does not mean consent is given to any other act. Consent to a sexual act with one person does not mean consent is given to a sexual act with a different person or with the same person on a different occasion. Consent can be withdrawn at any time.
<b>Domestic and family violence</b>	While there is no single, universally agreed definition of domestic and family violence, this plan adopts the NSW Government's common definition of domestic and family violence: any behaviour in a domestic relationship that is violent, threatening, coercive, or controlling and causing a person to live in fear for their own or someone else's safety. It usually manifests as part of a pattern of ongoing controlling or coercive behaviour.
<b>First Nations</b>	First Nations people is a collective name for the original people of Australia and their descendants. It is used to acknowledge Aboriginal and Torres Strait Islander peoples as the first peoples of Australia and to emphasise that Aboriginal and Torres Strait Islander people lived on this continent prior to European invasion. While this document uses the terms 'First Nations', 'Aboriginal' and 'Aboriginal and Torres Strait Islander' peoples interchangeably, in NSW 'Aboriginal' is often used in preference to 'Aboriginal and Torres Strait Islander' in recognition that Aboriginal people are the original inhabitants of NSW.
<b>Gender</b>	Gender refers to the economic, social, political, and cultural attributes associated with being women and men. The social definitions of what it means to be a woman or man vary among cultures and change over time. Gender is a sociocultural expression of particular characteristics and roles that are associated with certain groups of people with reference to their sex and sexuality. Rigid gender roles leave no space for acknowledgement or celebration of gender diversity.
<b>Gender equality</b>	Gender equality refers to the equal distribution of rights, opportunities, resources, responsibilities, and outcomes between men and women. Gender equality does not mean erasing gender differences, but that people's rights, responsibilities, and opportunities are not dependent on their gender.
<b>Gender identity</b>	A person's deeply felt sense of being male, female, both, in between, or something other.
<b>Gender inequality</b>	Gender inequality refers to a social condition characterised by unequal value afforded to men and women and an unequal distribution of power, resources, and opportunity between them. It is the direct result of patriarchal systems that privilege the needs, interests, and behaviours of men over women. Gender inequality permeates many aspects of Australian society and institutions.

<b>Gender norms</b>	Gender norms are the informal rules and expectations that shape attitudes about masculinity and femininity, for example, the idea that men are strong and aggressive, and women are polite and nurturing. Rigid gender norms like this impact not only the ways women and men act, but also the ways they relate to each other, both within relationships and in other aspects of their lives. Gender norms are harmful to people of all genders, maintain unequal relations of power, and are a key driver in gender-based violence.
<b>Image-based abuse</b>	Image-based abuse happens when an intimate image or video is shared without the consent of the person pictured. This includes images or videos that have been digitally altered. Image-based abuse also includes the threat of an intimate image being shared.
<b>Intergenerational trauma</b>	Historical trauma that is passed down from those who directly experience the incident to subsequent generations, for example, the impact of the Stolen Generations continues to be felt by present and future generations of Aboriginal and Torres Strait Islander peoples.
<b>Intersectional approach</b>	Intersectionality describes the interactions between multiple systems and structures of oppression (such as sexism, racism, classism, ageism, ableism, heteronormativity and cissexism), as well as policy and legal contexts (such as immigration status). Multiple forms of oppression and inequality often operate together and exacerbate each other, resulting in, for example, some groups of victim-survivors experiencing higher rates of violence, more severe forms of violence and/or facing barriers to support and safety that other victim-survivors do not experience.
<b>Intimate partner violence</b>	Intimate-partner violence, also commonly referred to as ‘domestic violence,’ refers to any behaviour within an intimate relationship (including current or past marriages, domestic partnerships, or dating relationships) that causes physical, sexual or psychological harm.
<b>LGBTIQA+</b>	An acronym used to describe members of the lesbian, gay, bisexual, trans, intersex, queer, and asexual communities. It is sometimes used to include allies or supporters of the LGBTIQA+ community. Other acronyms used to describe this community include LGBTIQ, or LGBTIQ+. At times in this document, certain letters may be intentionally left out if that group is not specifically included in what is being referenced.
<b>National Agreement on Closing the Gap</b>	The National Agreement on Closing the Gap was developed in partnership between Australian governments and the Coalition of Aboriginal and Torres Strait Islander Peak Organisations. There are four priority areas for reform and 17 targets. The objective of the National Agreement on Closing the Gap is to enable Aboriginal and Torres Strait Islander peoples and governments to work together to overcome the inequality experienced by Aboriginal and Torres Strait Islander people.
<b>Problematic harmful sexual behaviour</b>	Problematic and harmful sexual behaviour refers to behaviour of a sexual nature outside the range accepted as ‘normal’ for a child’s age and level of development. Such behaviour is detrimental to development and normal functioning and may harm the child as well as other children subjected to this behaviour or place either the child or children at risk of harm.
<b>Perpetrator</b>	Perpetrator refers to a person who commits an illegal, criminal, or harmful act, including domestic, family or sexual violence.
<b>Sexual assault</b>	Sexual assault is any non-consensual vaginal, anal or oral penetration of another person with any body part or object. In NSW law, ‘sexual assault’ is used instead of the term ‘rape’ to describe sexual intercourse without consent.
<b>Sexual harassment</b>	Sexual harassment is an unwelcome sexual advance, request for sexual favours or other conduct of a sexual nature that makes a person feel offended, humiliated and/or intimidated.



<b>Sexual violence</b>	Sexual violence refers to sexual activity that happens without consent, when consent is withdrawn or when the person is unable to consent due to age or other factors. It occurs any time a person participates in non-consensual sexual activity, such as sexual touching, a sexual act, sexual assault, sexual harassment and intimidation, or trafficking for the purpose of sexual exploitation. Sexual violence can be non-physical and include unwanted sexualised comments, intrusive sexualised questions or harassment of a sexual nature. Forms of modern slavery, such as servitude, may involve sexual violence.
<b>Sistergirls</b>	A term used by Aboriginal and Torres Strait Islander people to describe gender-diverse people that have a female spirit and take on female roles within the community.
<b>Technology-facilitated sexual violence</b>	Technology-facilitated sexual violence (TFSV) involves the use of digital technologies and platforms to perpetrate sexually abusive, aggressive or harassing behaviours. It includes rape threats, online stalking, the use of an app or platform to set up an in-person rape or sexual assault, and image-based sexual abuse. TFSV can be perpetrated by intimate partners, strangers, friends, colleagues or others known to the victim-survivor.
<b>Trauma</b>	Trauma occurs when someone's ability to cope is overwhelmed. Trauma can have a significant effect on someone's physical, emotional and psychological wellbeing. The impacts of trauma, whether resolved or acknowledged, may surface at any time, particularly when victim-survivors tell or repeat their experiences or when they encounter similar experiences shared by others. Trauma looks different for people depending on their experience and other factors, such as exposure to previous traumatic events, access to support and mental health status.
<b>Trauma-informed care, practice and systems</b>	Trauma-informed care recognises the prevalence of trauma and its impact on the emotional, psychological and social wellbeing of people and communities. Trauma-informed practice integrates an understanding of past and current experiences of violence and trauma in all aspects of service delivery. The goal of trauma-informed systems is to avoid re-traumatising individuals and to support safety, choice and control as critical to healing.
<b>Victim-survivor</b>	A person who has experienced domestic, family or sexual violence. This term is used to acknowledge the strength, resilience, and resistance shown by people who have experienced or are currently living with violence. People who have experienced violence have different preferences about how they would like to be identified and may choose to use victim or survivor separately or use another term altogether.

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