

Nossal Institute for Global Health Sexual Misconduct Prevention and Response Framework



Nossal Institute for Global Health (Nossal Institute) is committed to eliminating and preventing sexual misconduct from its community and prioritising the safety and wellbeing of everyone who experiences it.

Policy and Reporting

As a subsidiary of the University of Melbourne, Nossal Institute adopts the University of Melbourne's [Sexual Misconduct Prevention and Response Policy \(MPF1359\)](#) and utilises the associated support services and reporting and investigation processes. The Sexual Misconduct Prevention and Response Policy outlines the process for reporting sexual misconduct and the ethical standards, responsibilities, procedures, and practices across Nossal Institute and the University of Melbourne to prevent sexual misconduct in all its forms and take timely and appropriate action in response to sexual misconduct. The Policy applies to all members of the Nossal Institute community including employees, students, Board members, volunteers, interns, consultants, partner organisations, and associates in all operational settings.

Recruitment

Nossal Institute's commitment to sexual misconduct prevention and response is communicated on the [website](#) and in all position descriptions. All personnel are required to provide a current criminal record check (or equivalent), working with children's check, and identity documents. Interviews and referee checks including behavioural questions are conducted.

Induction and Training

All staff and students are required to read and understand the Sexual Misconduct Prevention and Response Policy and complete sexual misconduct prevention training as part of induction.

Partners

Partner organisations are required by Nossal Institute to have embedded sexual misconduct policies and processes, reporting mechanisms, and training that meet the standards outlined in the Sexual Misconduct Prevention and Response Policy. Where required, Nossal Institute will work with partners to build capacity around sexual misconduct prevention and response requirements and processes.

Risk management

Monitoring and reviewing risks regularly (including after incidents, near misses and complaints) is vital to ensuring continuous improvement. Nossal Institute is committed to reviewing any systemic issues which may be contributing to or hindering the organisation from being safe for all.

Related policy documents

- [Nossal Institute for Global Health Safeguarding Children and Young People Policy](#)
- [UOM Whistleblower Protection Policy MPF1346](#)