

Violence and aggression

Violence and aggression and gender based violence towards a SCU employee, student, visitor or contractor.



Cause #	Cause description	Preventive controls (reducing likelihood)	Critical/non critical	Cause #
1	An individual (experiencing mental ill-health, under the influence, armed, previous student or employee, member of public with intent to harm) attacks an SCU employee or student.	(CC01) Duress alarms: Installed and accessible at critical locations.	Critical	1, 2, 6, 7, 9
2	An armed individual (member of the public, previous employee or student) with specific intent to cause fatal harm enters a SCU campus and attacks.	(CC02) High-risk persons database: A potential high-risk persons database is established and maintained and action is taken per the database recommendations.	Critical	1 – 7, 9
3	A SCU employee or student, working remote and isolated is threatened or attacked with potential to cause fatal harm.	(CC03) Building security assessments: There are three-yearly security assessments completed for SCU campus and sites, followed on by installation and maintenance of security equipment based on those assessments.	Critical	1, 2, 7, 9
4	Students attend a placements in industries or in a remote community with an increased likelihood of violence and aggression.	(CC04) Campus access control: There is controlled access of to SCU campus buildings and controlled sites.	Critical	1, 2, 6, 7
5	A SCU employee is working from home and is threatened or attacked by a domestic violence perpetrator with potential to cause fatal harm.	(CC05) SCU Employee Pairing: There is a defined process to ensure a minimum of two SCU people are present when interacting with people identified as high-risk people (potential for occupational violent behaviour) or attending a location where high-risk people may be present, or is remote and isolated.	Critical	3, 4, 5
6	An individual or group physically attack SCU employees during emergency evacuation with Lismore campus as the e-vac center.	(CC-GBV01) : High-risk behaviour escalation process is in place for repeat, predatory, threatening, stalking, coercive or escalating behaviour.	Critical	9
7	A SCU employee or student weaponises items on campus (e.g. kitchen knives, maintenance tools) and attacks with potential to be fatal.	(CC-GBV02) : Fieldwork, placement, accommodation, event and travel risk assessments consider GBV exposure risks before the activity is approved.	Critical	9
8	A SCU employee or student is physically attacked in a road rage incident with potential to cause fatal harm.	(CC-GBV03) : Domestic and family violence workplace safety planning is available and implemented where a work-related safety risk is identified.	Critical	9
9	Sexual assault or sexual harassment during SCU activity; GBV in fieldwork, placement, travel, events, accommodation or online contexts; DFV perpetrator targeting a worker/student; failure to triage a sexual harm disclosure; repeat predatory, coercive or stalking behaviour.	GBV reporting and support pathway is current, accessible and promoted.	Non- critical	9
		Employee and student 'campus safety' awareness training.	Non-Critical	1, 2, 3, 5, 7, 8, 9
		Regular, visible campus security patrols.	Non-Critical	1, 2, 3, 6, 7, 9
		Building design review to consider ample lighting, forward-facing doors with swipe card access only, and other security measures.	Non-Critical	1, 2, 3, 6, 7, 9
		Weekend campus work security protocol (check in and out with security).	Non-Critical	1, 2, 3
		Oversight of tenants security policies.	Non-Critical	1, 2, 3
		Employee de-escalation training.	Non-Critical	1 – 8
		Security escorts available on request.	Non-Critical	1, 2, 3, 9
		Relocation option in DV or harassment instances.	Non-Critical	5, 9
		Property Services maintenance tools securely locked away when not in use.	Non-Critical	7
		Physical barriers in use for student facing services.	Non-Critical	1, 7
		Campus lockdown procedure.	Non-Critical	2
Potential to interact with other fatal risks		Mitigating controls (reducing consequence)	Critical/non critical	Cause #
Critical risk	Potential interaction	(CC06) First Aid Training: SCU first aid officers are trained in first aid.	Critical	1 – 7
Remote or isolated work.	Delay in emergency response.	Immediate safety triage after disclosure.	Non-Critical	9
Vehicle operation.	Road rage.	Post incident trauma informed support and non retaliation expectations are communicated and acted on.	Non-Critical	9