



Whole-of-Organisation Prevention and Response Plan

National Higher Education Code to Prevent and Respond to Gender-Based Violence

MANDELBAUM HOUSE

1. Introduction

History

The founder of Mandelbaum College, Mrs Rachel Lipton (née Mandelbaum) was a remarkable woman for her time; a highly articulate, individualistic, forceful non-conformist who valued education and Judaic scholarship. In 1918, at the age of 22, she graduated with a BA from the University of Sydney, where she read Latin, English, History, Philosophy and Chemistry. After graduating, she taught Latin and English at several schools and subsequently obtained her MA in Latin from the University of Sydney in 1934.

On 9 March 1978, when her will was read, it became known that she had bequeathed her estate for the construction of a College at the University of Sydney, which would be named Mandelbaum House. The College was established in memory of her parents, the Reverend Zalel and Freda Mandelbaum, who had provided spiritual leadership to a number of Australian congregations over many decades.

Mandelbaum House opened on 18 February 1996 on a site allocated by The University of Sydney, with accommodation for 30 residents from all over the world, including visiting academics, undergraduate and postgraduate students. Under the terms of Mrs Lipton's bequest, the College is intended not merely to be a place of residence for students and scholars, but also to be a focal point for Jewish studies in Australia, and for the study of the vast riches of Judaic thought throughout the ages to the present day.

The College has been affiliated with The University of Sydney since its beginning and operates as an independent non-profit business on university land.

Due to high demand for a place at Mandelbaum, the college was renovated to house 43 student residents.

Mandelbaum House celebrates its 30th Anniversary in 2026.

Management

The management team includes a Chief Executive Officer, Chief Operating Officer, Office Manager, and Housekeeper, with catering services provided by Chartwells, a division of Compass Group. Each year, senior students also take on leadership responsibilities through the Resident Assistant (RA) program. The COO role is a fulltime appointment (funded by the Lipton Estate) and her office is on the premises.

The Board of Mandelbaum House oversees the management and strategic direction of the College and comprises 12 respected university academics and prominent community members.

Mandelbaum House Limited, ABN 66 003 248 566, is regulated by the Australian Charities and Not for profits Commission.

Whole-of-Organisation Prevention and Response Plan

This Whole-of-Organisation Prevention and Response Plan outlines Mandelbaum House's commitments in meeting the requirements of the *National Code to Prevent and Respond to Gender-Based Violence in Higher Education* (National Code). It establishes a coordinated framework to prevent gender-based violence, support those affected, and ensure effective, accountable responses across the whole organisation.

This Plan has been informed by a Whole-of-Organisation assessment of the enablers, systemic risks and barriers to preventing gender-based violence at Mandelbaum House. This assessment is provided at Attachment A.

This Plan is structured into six key relevant focus areas that align with the National Code.

2. Accountable leadership and governance

Mandatory requirements

	National Code Standard summary	Key actions	Evidence of compliance
7.2	A Provider must require a student accommodation provider to prepare, implement and publish on its website a Whole-of-Organisation Prevention and Response Plan.	<ul style="list-style-type: none"> Obtain Board approval and funding for engagement of Equality Partners through University Colleges Australia to develop Plan template. Obtain Board approval and funding for engagement of external contractor to guide Plan development and drafting. Consult with students on strengthening safety and support across the College. Consider and incorporate student consultation feedback into Whole-of-Organisation Assessment and Plan. Obtain Board feedback and endorsement of the Plan. Publish Plan on College website. 	<ul style="list-style-type: none"> Mandelbaum House Handbook and Policies web page where the Plan is published. Notes of consultation with students dated 4 December 2025. Board endorsement dated 17 December 2025. Published on the College website 23 December 2025.
7.3	A Provider must require a student accommodation provider to monitor and measure the impact of the Prevention and Response Plan on an ongoing basis and update the Prevention and Response Plan at least every four years.	<ul style="list-style-type: none"> Include gender-based violence and progress against the Plan as a standing item on Board meeting agendas. Schedule regular meetings with staff and Resident Assistants (RAs) to seek feedback on the impact of the Plan. Review and update the Plan at least once every four years. 	<ul style="list-style-type: none"> Board meeting agenda and minutes. Notes of meetings with staff and RAs. Record of review cycle.

Additional actions from whole-of-organisation assessment

- The Board will continue to commit time and resources to developing initiatives for preventing and responding to gender-based violence.
- College leaders will continue to be present and visible throughout semester and will regularly communicate with residents in person, via email and via an internal resident chat group to reinforce the need for them to treat all staff, fellow residents and guests with respect, dignity, impartiality, courtesy, and sensitivity.
- Mandelbaum House will continue to embrace diversity as a positive and effective means of addressing the drivers of gender-based violence. The College currently has a higher percentage of female residents than male, and residents hail from 16 different countries. The community also includes six Indigenous students. Residents' ages range from 18 to 23 years old.
- As per the College handbook: "Each resident (and guest) has a duty of care that extends to others in all situations including events and functions where alcohol is made available. Binge drinking and anti-social, alcohol induced behaviour is not tolerated. The University of Sydney's Alcohol Policy applies to all residents at Mandelbaum House." These expectations and policies will continue to apply to College residents.
- Any misuse of alcohol will be managed by the CEO or COO in accordance with the Handbook for Residents and may result in disciplinary action. Subject to the College's privacy obligations, relevant information will be shared with the RAs for passing on to residents. Where appropriate, the CEO will consult with RAs on appropriate action.
- Elected RESSOC leaders will be reminded of the importance of transparency and the need to avoid conflicts of interest in their operations and will be encouraged to declare any intimate personal relationships with other residents.

3. Safe environments and systems

Mandatory requirements

National Code Standard summary	Key actions	Evidence of compliance
<p>7.4a A Provider must require a student accommodation provider to:</p> <ul style="list-style-type: none"> ask Student Accommodation Staff* to declare any previous investigations or substantiated allegations of gender-based violence in similar roles, or otherwise in a legal process consider any declaration and associated risks in determining the person's suitability for the position consider any substantiated allegations found during a person's employment or engagement with the College in promotion/recognition processes require Student Accommodation Staff to declare any existing or previous intimate personal relationship with a resident and manage and monitor any associated risks. 	<ul style="list-style-type: none"> Advise Student Accommodation Staff* and residents of Code and Policy requirements. Declaration form for Student Accommodation Staff advice of previous investigations or substantiated allegations of gender-based violence approved and in use. Require Student Accommodation Staff* to make declaration before 1 January 2026. Require prospective Student Accommodation Staff* to complete declaration. Establish and adopt process for considering any declaration and responding to associated risks. Establish and adopt process for considering and responding to any findings of gender-based violence by Student Accommodation Staff*. Declaration form for existing or previous intimate personal relationships and template for conflict-of-interest management plans approved and in use. 	<ul style="list-style-type: none"> Amendments made to Mandelbaum House Residents Handbook alerting students to Code requirements and associated privacy implications. Declaration form for previous investigations or substantiated allegations of gender-based violence. Declaration form for existing or previous intimate personal relationships. Template for conflict-of-interest management plans by 31 January 2026.

** For the purposes of this Plan, Student Accommodation Staff means pastoral care leaders, Resident Assistants and equivalents employed or engaged by Mandelbaum House, including in a non-paid capacity.*

National Code Standard summary	Key actions	Evidence of compliance
<p>7.4b A Provider must require a student accommodation provider to:</p> <ul style="list-style-type: none"> prohibit the use of a Non-disclosure Agreement, unless requested by the Discloser if requested, ensure it does not stop the Discloser from sharing information as part of seeking support ensure any settlement agreements do not contain a non-disparagement clause. 	<ul style="list-style-type: none"> Obtain Board approval to adopt the University of Sydney's <i>Sexual Harm and Gender-based Violence Prevention and Response Policy and Student Sexual Harm and Gender-based Violence Response Procedures</i>. Publish the Policy and Procedures on the College's website. 	<ul style="list-style-type: none"> Board approval to adopt University of Sydney Policy and Procedures dated 17 December 2025. University of Sydney Policy clause 7.9: <ul style="list-style-type: none"> prohibiting the use of non-disclosure agreements, unless requested by the Discloser; if requested by the Discloser, specifying that an NDA must not stop the Discloser from sharing information as part of seeking support; ensuring any settlement agreements do not contain a non-disparagement clause.
<p>7.4c A Provider must require a student accommodation provider to:</p> <ul style="list-style-type: none"> adopt the Provider's policies and procedures on preventing and responding to Gender-based Violence OR have and implement their own that meet National Code requirements develop and review the policy at least every three years in consultation with relevant stakeholders. 	<ul style="list-style-type: none"> Obtain Board approval to adopt the University of Sydney's <i>Sexual Harm and Gender-based Violence Prevention and Response Policy and Student Sexual Harm and Gender-based Violence Response Procedures</i>. Publish the Policy and Procedures on the College's website. 	<ul style="list-style-type: none"> University of Sydney's <i>Sexual Harm and Gender-based Violence Prevention and Response Policy and Student Sexual Harm and Gender-based Violence Response Procedures</i>. Mandelbaum House Handbook and Policies web page where the Policy and Procedures are published. Consequential amendments to College policies and procedures.

Additional actions from whole-of-organisation assessment

- Mandelbaum House will continue to work to deliver a safe and welcoming living environment for residents of diverse genders, sexualities, cultures, backgrounds and abilities.
- Residents will be encouraged to seek support from USYD's Safer Communities Office and Student Counselling Services.
- Consequential amendments will be made to College policies and procedures to reflect terminology and intention of the Code and the University of Sydney *Sexual Harm and Gender-based Violence Prevention and Response Policy*.
- Management will review the residential agreement to explicitly address gender inequality and other forms of inequality.
- Management will include regular reminders for residents about College policies and codes of conduct in weekly newsletters, including 'spotlights' on key rights and obligations.
- Residents will continue to be required to meet with the CEO before readmission to the College is offered in subsequent years. Readmission will not be automatic the CEO will consider whether residents' conduct has contributed to harmony in the community. Residents will need to demonstrate sound university results and a positive contribution to college life to receive an offer of readmission.
- The College will review its *Social Media Policy* with a view to extending coverage to all forms of digital and online conduct.

4. Knowledge and capability

Mandatory requirements

7.5	National Code Standard	Key actions	Evidence of compliance
	<p>A Provider must require a student accommodation provider to:</p> <ul style="list-style-type: none"> • require residents and Student Accommodation Staff* to complete prevention education and training and responding to disclosures training that: <ul style="list-style-type: none"> ○ meets requirements of Standard 3 ○ is tailored to the student accommodation environment ○ is delivered or approved by the provider • promote evidence-based prevention messaging tailored to the student accommodation environment • evaluate any initiatives and use findings to inform future activities. 	<ul style="list-style-type: none"> • Respect@Sydney Residential Colleges training to be provided to all Student Accommodation Staff* and residents by the University of Sydney's Safer Communities Office. • Update the Mandelbaum House website, residential agreements and Resident Handbook to include clear messaging about the National Code and gender-based violence. • Evaluate training initiatives on an ongoing basis to inform future activities. 	<ul style="list-style-type: none"> • University of Sydney Respect@Sydney Colleges training material and records of attendance. • Mandelbaum House Handbook and Policies web page where the Policy and Procedures are published. • Consequential amendments to residential agreements and Resident Handbook. • Weekly resident newsletters, including 'spotlights' on key rights and obligations
	<p>A Provider must require a student accommodation provider to ensure risk assessments are only undertaken by people with expertise prescribed in Standard 3, and when internal capability is not sufficient, engage a person with the requisite expertise.</p>	<ul style="list-style-type: none"> • CEO and Support and Safety Officer to undertake training to comply with Standard 3. • Engage external expertise or seek assistance from the University's Safer Communities Office if a person with the required experience is not available. 	<ul style="list-style-type: none"> • Records of training. • Records of engagement and assistance from external experts.

Additional actions from whole-of-organisation assessment

- Compulsory training on preventing and responding to gender-based violence will be undertaken by the CEO, COO, RAs and residents in 2026 and annually thereafter, via the USYD Safer Communities team and other external accredited providers. Dedicated awareness-raising sessions will also be held with Board members.
- Leadership, staff and management will receive education and training to help them understand the risks and protective factors for experiencing gender-based violence, and how gender-based violence is experienced by different groups of people.
- The CEO and COO will continue to develop and enhance their existing skills and competencies in working with specific cohorts of residents, including First Nations people, culturally and linguistically diverse communities, people with disability and people of diverse sexual orientation and gender identity.
- Additional RA leadership training will be provided in 2026, including Respect@Sydney Colleges (run by USYD Safer Communities) and an accredited online 10-module Mental Wellbeing Peer Responder Course (run by ConnectedLe).

5. Safety and support

Mandatory requirements

National Code Standard	Key actions	Evidence of compliance
<p>7.7a-c A provider must require a student accommodation provider to:</p> <ul style="list-style-type: none"> ensure its responses, practices and support services are safe, person centred and trauma informed provide or facilitate access to support services to disclosers and respondents promote and disseminate information on how residents and staff can access policies, procedures and support services. 	<ul style="list-style-type: none"> CEO and Safety and Support Officer to undertake specialist training on trauma awareness. Seek regular input and oversight from external specialists in trauma-informed practices. Refer residents to the University of Sydney's Safer Communities Office, Wellbeing Services and Student Counselling for specialist support. Seek assistance from the University's Protective Services as needed. Increase visibility of information on how residents and staff can access policies, procedures and support services. 	<ul style="list-style-type: none"> Training records. Records of oversight from subject matter expert. Partnerships, arrangements and communications with relevant University support services. Links to college policies on emails to residents and staff.
<p>7.7d A provider must require a student accommodation provider to undertake a risk assessment following every disclosure and formal report.</p>	<ul style="list-style-type: none"> CEO and Safety and Support Officer to seek external support and advice as required and conduct risk assessments in consultation with the University of Sydney and in accordance with the National Code. Develop and adopt College risk assessment protocol. 	<ul style="list-style-type: none"> Risk assessment protocol by 31 January 2026. Records of oversight from subject matter experts.
<p>7.7ei Where a disclosure relates to behaviour occurring in residence or at an event organised by the residence, a provider must require a student accommodation provider to</p>	<ul style="list-style-type: none"> Implement risk assessment safety outcomes, including referral to University and external support services and imposing 	<ul style="list-style-type: none"> Risk assessment protocol.

	National Code Standard	Key actions	Evidence of compliance
	take all necessary action to manage risk, including relocation of the respondent where required and facilitating urgent access to support services.	<p>safety/interim measures on respondents as required.</p> <ul style="list-style-type: none"> Collaborate with the University of Sydney to facilitate relocation of the respondent where required. 	<ul style="list-style-type: none"> Records of arrangements and communications with external experts. Sexual Harm and Gender-based Violence Agreement with the University of Sydney. Communications with relevant University support services.
7.7eii	A provider must have arrangements in place with a student accommodation provider to enable a discloser to choose the provider to lead the response to a disclosure, and the student accommodation provider must cooperate fully and implement any outcomes decided by the provider.	<ul style="list-style-type: none"> Implement Sexual Harm and Gender-based Violence Agreement with the University of Sydney. 	<ul style="list-style-type: none"> Sexual Harm and Gender-based Violence Agreement with the University of Sydney. Communications with relevant University support services.
7.eiii	<p>A provider must have arrangements in place with a student accommodation provider to enable a discloser to choose the student accommodation provider to lead the response to the disclosure, and the student accommodation provider must:</p> <ul style="list-style-type: none"> undertake a risk assessment within 48 hours and from this determine necessary safety measures (including relocation of the respondent) and immediately implement them manage and monitor risk share necessary information with the provider to protect safety of others implement support plans for both disclosers and respondents that meet requirements of Standard 4 within 48 hours. 	<ul style="list-style-type: none"> CEO and Safety and Support Officer to seek external support and advice as required and conduct risk assessments and develop support plans in consultation with the University of Sydney and in accordance with the National Code. Develop and adopt College risk assessment protocol. Implement Sexual Harm and Gender-based Violence Agreement with the University of Sydney. 	<ul style="list-style-type: none"> Risk assessment protocol. Records of oversight from subject matter experts. Sexual Harm and Gender-based Violence Agreement with the University of Sydney. Communications with relevant University support services.

Additional actions from whole-of-organisation assessment

- The CEO will continue to organise one-on-one meetings with each resident to chat about their studies, well-being, and other matters twice a year. Residents will also be encouraged to meet with her throughout the year.
- Residents will be encouraged to seek trauma-informed support from the USYD's Safer Communities Office, Student Counselling Services and Inclusion and Disability Services, including special consideration and reasonable adjustments to address any potential academic disadvantage.
- The College will work with the University of Sydney to arrange emergency accommodation for residents as necessary in the event of a serious incident of gender-based violence.
- If a less serious incident occurs, in consultation with the parties involved, the CEO will schedule resident meal attendance times to avoid contact. Take-away meals can also be arranged. For formal dinners, if needed, allocated seating for all residents will be implemented.
- The College will work with cyber security consultants in response to incidents of inappropriate digital and online conduct.
- The College will explore opportunities to introduce built-in safeguards in the Wi-Fi and IT system with the internet provider.

6. Data, evidence and impact

Mandatory requirements

National Code Standard summary	Key actions	Evidence of compliance
<p>7.8 A provider must require a student accommodation provider to collect and report data prescribed by Standard 6, where applicable.</p>	<ul style="list-style-type: none">• Implement Sexual Harm and Gender-based Violence Agreement with the University of Sydney.• Collect and report de-identified data necessary for the University of Sydney to meet its requirements under the National Code.• Ensure that information is collected in a safe, trauma-informed and person-centred way, and held and handled securely.• Comply with obligations under Commonwealth privacy legislation.	<ul style="list-style-type: none">• Sexual Harm and Gender-based Violence Agreement with the University of Sydney.• Reporting forms and documented arrangements with the University of Sydney for collecting and reporting data.

Additional actions from whole-of-organisation assessment

- Management and RAs will (to the extent that the law allows) be required to respect residents' privacy and wishes and treat sensitive information with particular care, avoiding assumptions about residents' needs and ensuring they respond in person-centred and trauma-informed way. This requirement will be made known to residents.

Attachment A