

# EDUCATING FOR EQUALITY

## GLOSSARY OF KEY TERMS AND DEFINITIONS

This glossary has been developed to help those in the university sector to understand key terms, acronyms and phrases used in primary prevention.

It draws on the expertise and experience of many individuals and organisations working to prevent violence against women. We acknowledge that preventing violence against women is an evolving practice, and the key terms outlined here are not exhaustive.

**Ableism** – The institutional, cultural and individual set of beliefs, attitudes and practices that perceives and treats people with a disability as being less worthy of respect and consideration, less able to contribute and participate, or of less inherent value than able-bodied individuals. Ableism results in the systematic and institutional exclusion and marginalisation of people with disability.

**Ageism** – The process of systematic stereotyping of, and discrimination against people based on their age. Although ageism is more generally used in relation to the discrimination against older people, ageist attitudes and norms also adversely affect younger people.

**Bystander** – Someone who sees or hears about an act of sexism, harassment, discrimination, or any other form of inappropriate or violent behaviour. People who witness such behaviour (but who are not involved either as perpetrators or victims/survivors) are in a position to be powerful allies in challenging sexist and discriminatory behaviours and attitudes.<sup>1</sup>

**Bystander intervention** – Bystander interventions are actions and activities aimed at encouraging people who are not direct targets of sexism, abuse or disrespect to identify and challenge such attitudes, practices and behaviours. Bystander intervention is a primary prevention approach because it aims to help reduce the social sanctioning or condoning of the attitudes, behaviours and practices that drive gender-based violence.

**Cisgender** – A term used to describe a person whose gender identity aligns with the sex assigned to them at birth. For example, someone who identifies as a woman and was assigned as a female when they were born is a 'ciswoman'. The term 'cis' is often used as an abbreviation.

**Cisnormativity** – Refers to a general perspective that sees cisgender experiences as the only, or central, view of the world. This includes the assumption that all people are one of two distinct and complementary genders (man and woman), and that this corresponds to their sex assigned at birth. This assumption is often called the 'gender binary'.

**Colonisation** – Refers to the historical act of the British invading and claiming the land now called Australia, thereby dispossessing the Aboriginal and Torres Strait Islander people who had previously lived on and been custodians of these lands for thousands of years. It also refers to the ongoing settlement and establishment of British colonies, and later the Australian nation. It is not only a historical act but also an ongoing process, in particular because there has been no treaty or other form of settlement or agreement, and because many contemporary laws, policies and practices fail to recognise the specific status and human rights of Aboriginal and Torres Strait Islander people as Indigenous peoples; but also because it continues to have significant impacts for Aboriginal and Torres Strait Islander people today.

**Coercive control/controlling behaviours** – A pattern of behaviours used by a person within a relationship to exert power, domination and control. These behaviours result in fear, distress or isolation. Some examples include preventing someone from seeing or communicating with friends and family, controlling and monitoring their movements including by tracking their phone or stalking, 'gaslighting' and other psychological manipulation to undermine the victim's/survivor's confidence in their own perceptions, and in extreme cases, depriving them of their liberty through forced confinement.<sup>2</sup> Coercive control is part of a web of inter-connected and varied types of physical and sexual violence, threats, and emotional and economic/financial abuse.

**Disclosure** – When someone tells another person about violence they have experienced, perpetrated, or witnessed. Undertaking activities to prevent

gender-based violence can often lead to an increase in disclosures. This is because effective primary prevention initiatives raise awareness about harmful attitudes and behaviours, and create a safe space for people to discuss their experiences.<sup>3</sup>

**Domestic violence** – Acts of violence that occur in domestic settings between people who are, or were, in an intimate relationship. It includes acts of – or fear of – physical, sexual, emotional/psychological, and economic/financial abuse and coercive control by the perpetrator.

**Economic or financial abuse** – Behaviour that manipulates decisions or controls another person's access to money or property without their consent. It includes:

- taking control of assets and income
- removing or keeping a family member's property, and disposing of property (including when jointly owned)
- preventing the victim/survivor from seeking or keeping employment
- taking control of social security payments
- signing a power of attorney
- signing a contract to purchase goods or services, taking out a loan, taking out a financial guarantee, and establishing or underwriting a business.<sup>4</sup>

**Emotional or psychological abuse** – Behaviour that humiliates, intimidates, or harasses an intimate partner or family member. Examples include:

- repeated derogatory and racial taunts
- threatening to disclose private matters such as sexual orientation
- threatening to withhold medication
- preventing someone from making or keeping connections with their family, friends, or culture
- preventing someone from engaging in cultural or spiritual practices, and preventing them from expressing their cultural identity
- threatening to self-harm (with the intention of tormenting the victim/survivor)
- threatening the death or injury of another person such as a loved one, or a pet.<sup>5</sup>

**Evidence-based** – Models, approaches or practices found to be effective through evaluation or peer-reviewed research. Evidence is usually published and may be found in full or summarised in academic research documents, organisational reports, program evaluations, policy papers and submissions. There is a strong evidence base for strategies to prevent gender-based violence. As our understanding of what drives violence against women in different population groups and settings increases, the evidence base will continue to evolve.<sup>6</sup>

**Family violence** – This is a broader term than domestic violence, but is sometimes used interchangeably. It refers not only to violence between intimate partners but also to violence between other family members (and those with family-like relationships such as carers of people living with disabilities). Family violence includes patterns of coercive, controlling, abusive, violent, or threatening behaviour, or any other form of behaviour, that coerces or controls a family member or causes them to be fearful for their own or someone else's safety and wellbeing. Family violence includes:

- physical and sexual abuse
- emotional or psychological abuse
- economic or financial abuse
- actions that are threatening, coercive or in any other way controlling or dominating and causes them to feel fear for the safety or wellbeing of themselves or another person
- behaviour that causes a child to hear, witness, or otherwise be exposed to the effects of family violence
- forced marriage
- dowry abuse
- damaging property
- injuring or killing a pet or another animal.

In Aboriginal and Torres Strait Islander communities, family violence is often the preferred term as it encapsulates the broader issue of violence within extended families, kinship networks and community relationships, as well as intergenerational issues.<sup>7</sup>

**Gender-based violence** – Violence that is used against someone because of their gender. It describes violence rooted in gender-based power inequalities and gender-based discrimination. While people of all genders can experience gender-based violence, the term is most often used to describe violence against women and girls,<sup>8</sup> because the majority of cases of gender-based violence are perpetrated by men against women.<sup>9</sup>

**Gender diverse** – People who are gender diverse are those whose gender expression differs from what is socially expected. This includes individuals who identify as *agender* (having no gender), as *bigender* (both woman and man) or as *non-binary* (neither woman nor man). There is a diverse range of non-binary gender identities such as gender-queer, gender neutral, gender fluid and third gendered. Language in this space is still evolving and people may have their own preferred gender identities that are not listed here, and these preferences should be respected.<sup>10</sup>

**Gender equality** – The equal distribution of rights, opportunities, resources, responsibilities and outcomes between people of different genders.<sup>11</sup> Gender equality does not mean erasing gender differences, but that people's rights, responsibilities and opportunities are not dependent on their gender.<sup>12</sup>

**Gender equity** – The process to achieve gender equality. Gender equity initiatives recognise that women and gender diverse people are not in the same 'starting position' as men, and that treating people the same way may not result in fairness.

**Gender essentialism** – Refers to the idea that men and women think and behave differently and that this is based on biological and/or psychological differences. Any observed differences between men and women are seen to be innate and natural rather than being shaped and formed by social and environmental factors. Gender essentialism helps to justify the social models of the gender binary and sex binary, which exclude and negatively impact people who are trans, gender diverse and intersex.

**Gender inequality** – The unequal distribution of power, resources, opportunity, and value between people of different genders and sexualities, due to prevailing **gendered norms** and structures.<sup>13</sup>

**Gender identity** – A person's innate, deeply felt psychological identification of their gender, which may or may not correspond to the person's designated sex at birth.<sup>14</sup> Many terms may be used to self-describe gender identity (see **LGBTIQ+** and **gender diverse**).<sup>15</sup> A person's gender identity may be different from their biological and physiological **sex** or **sexual orientation** and may change over their lifetime.<sup>16</sup>

**Gender roles** – Functions and responsibilities expected to be fulfilled by women and men, boys and girls within society or culture.<sup>17</sup>

**Gender transformative approaches** – Approaches that aim to achieve gender equality by explicitly challenging harmful gender roles, practices, norms, structures, and systems.<sup>18</sup>

**Gendered drivers** – The specific elements or expressions of gender inequality that are strongly shown by the evidence base to drive or cause violence against women, and that need to be systematically challenged and changed to prevent it. They describe structures, norms and practices that reinforce gender inequality in public and private life. The four key drivers are:

1. condoning violence against women
2. men's control of decision-making and limits to women's independence in public and private life
3. rigid gender roles and stereotyped constructions of masculinity and femininity
4. male peer relations that emphasise aggression and disrespect towards women.<sup>19</sup>

It is important to distinguish between the drivers of gender inequality that cause violence against women, and **reinforcing factors** that may increase its frequency and severity.

**Gendered norms** – A set of dominant beliefs and rules of conduct that are learned and reinforced by a social group, and that determine the types of roles, interests, behaviours and contributions expected from boys and girls, men and women.<sup>20</sup>

**Heteronormativity** – Refers to a general perspective that sees heterosexual experiences as the only, or central, view of the world, and assumes a linear relationship between sex, gender and sexuality (for example, that all men are heterosexual and **cisgendered**). This includes the unquestioned assumption that all people fall into one of two distinct and complementary genders (man and woman), which corresponds to their sex assigned at birth. It also assumes that heterosexual is the only 'normal' sexual orientation, and that sexual and marital relations are only appropriate between a man and a woman.

**Homophobia** – Prejudice, fear and/or hatred directed towards homosexual people or homosexuality. This includes systemic and structural discrimination experienced by homosexual people.

**Image-based abuse** – Taking and distributing images of nude, semi-nude or sexual images without consent, or threatening to do so. It also includes taking and distributing images of a person without religious or cultural clothing they would normally wear in public, and making digital alterations of any of these types of images.<sup>21</sup> It is one of several forms of **technology-facilitated abuse**. Image-based abuse can affect and be perpetrated by both women and men, but recent research indicates that more perpetrators are male than female, victims/survivors are more likely than not to be known by the perpetrator, and women are more likely than men to fear for their safety as a result. People living with disabilities,

those who identify as LGBTIQ+, and Aboriginal and Torres Strait Islander people are at highest risk, along with young people aged 16 to 24. Women are more likely to experience image-based abuse at the hands of a former intimate partner.<sup>22</sup> In this context, image-based abuse is a form of sexual abuse and emotional/psychological abuse, and where threats are involved, of coercive and controlling behaviour by perpetrators.

**Intersectionality** – The way in which people's attributes (such as race, gender, ability, religion, ethnicity, sexual orientation, sexual identity and socio-economic status) interact to shape their experience of individual, cultural and structural oppression, discrimination, violence and disadvantage – or conversely privilege. Adopting an intersectional approach to preventing gender-based violence recognises that people's experience of gender inequality cannot be separated from their experience of other aspects of their identity or their access to resources, power, and privilege. It recognises that the drivers, dynamics and impacts of the violence that some women or some LGBTIQ+ people experience is compounded and magnified by their experience of other forms of oppression and inequality, and that some groups of people experience higher rates and/or more severe forms of violence than others, and face additional barriers to support and safety.<sup>23</sup>

**Intersex** – An umbrella term that describes people who have natural variations that differ from conventional ideas about 'female' and 'male' bodies. These natural variations may include genital, chromosomal and a range of other physical characteristics. Intersex is not about a person's gender identity. Around 1.7% of the population have atypical natural variations to their sex characteristics, but some people may not use the term intersex to describe themselves.

**Intimate partner violence** – Any behaviour by someone within an intimate relationship (including current or past marriages, domestic partnerships, familial relations, people who share accommodation and dating relationships) that causes physical, sexual or psychological harm to those in the relationship. This is the most common form of family and domestic violence and the most common form of violence against women.<sup>24</sup>

**Leaders** – Anyone within the university with formal responsibility for leading groups of people and the power to influence them. Leaders can be from all levels and all areas of the university. Some universities may find separating out the types of leaders across their university beneficial when conducting the self-assessment and developing actions.

**LGBTIQ+** – An acronym used to describe members of the lesbian, gay, bisexual, trans, intersex, queer or questioning community. It is sometimes used to include allies or supporters of the LGBTIQ+ community. Other acronyms used to describe this community include LGBTIQ, or LGBTIQA+.

**Perpetrator** – People – mainly men – who use family and domestic violence or commit sexual violence. This term is used regardless of whether the person has ever been arrested, charged with a crime, or had an intervention order issued against them. The terms 'offender' and 'sexual violence offender' are also used to describe perpetrators of violence, usually in clinical or legal contexts. The term 'child sexual offender' is used to describe people who commit child sexual abuse. The term 'people who use violence' is sometimes used instead of perpetrator, usually in clinical or therapeutic contexts focused on accountability and behaviour change, including with young men.<sup>25</sup>

**Prevention of violence against women (PVAW)** – Refers to three different types of prevention:

- **Primary prevention** – Whole-of-population initiatives that address the primary (first or underlying) drivers of violence against women to prevent it from occurring in the first place. This draws on public health approaches and requires changing the social conditions of gender inequality that excuse, justify or promote violence against women and their children.
- **Secondary prevention or early intervention** – Aims to change the trajectory for individuals at a higher than average risk of perpetrating or experiencing violence against women.
- **Tertiary prevention or response to violence against women** – Supports victims/survivors and holds perpetrators to account and aims to prevent the recurrence of violence.<sup>26</sup>

**Reinforcing factors** – Factors that may interact with **gendered drivers** to increase the probability, frequency, or severity of gender-based violence, but are not sufficient themselves to predict or drive violence. Reinforcing factors include:

- condoning violence in general in the community
- previous experience of or long-term exposure to violence, either as a child or adult
- weakening of pro-social behaviour (behaviours intended to help others), especially harmful use of alcohol
- socio-economic inequality and discrimination
- backlash factors, when male dominance, power or status is challenged.<sup>27</sup>

Most people living with or impacted by these reinforcing factors do not use violence, and these factors are not necessarily present when violence against women or LGBTIQ+ people is perpetrated.

**Resistance and backlash** – Resistance, hostility or aggression that occurs in response to efforts to advance gender equality and prevent violence against women. Challenges to established gender norms and identities, and entrenched ideas about the roles of men and women, are often resisted by those who strongly adhere to such norms and see them as traditional or natural. From a feminist perspective, backlash is an inevitable response to challenging male dominance, power, or status, and is often interpreted as a sign that such challenges are proving effective. Resistance can range from denial and attempts to discredit arguments about gender inequality or the gendered nature of violence, to strategies that undermine or co-opt change, to concerted efforts to preserve existing gender norms and hierarchies. The term backlash is commonly used to describe the more extreme, aggressive, and organised forms of opposition, with the result that progress towards violence prevention and gender equality can be slowed or even reversed. In some cases, backlash can lead to or reinforce gender-based violence.<sup>28</sup>

**Respectful relationships** – Refers to relationships among intimate, romantic, or dating partners that are characterised by non-violence, equality, mutual respect, consideration and trust.<sup>29</sup>

**Respectful relationships education** – Primary prevention work undertaken in education and care settings to address gender inequality and the gendered drivers of violence against women. It involves taking a holistic, whole-of-school approach that sees schools as important settings to create a future free from gender-based violence. While respectful relationships education usually takes place in schools and early childhood services, it can also take place in sporting clubs, youth groups and other community settings where children and young people learn, live and play.<sup>30</sup>

**Sex** – The biological and physical characteristics typically used to define humans as male or female. A person's sex does not mean they have a particular **gender identity** or **sexual orientation**.

**Sex and gender discrimination** – Treating, or proposing to treat, someone unfairly because of their sex or gender. In Australia, it is against the law to treat people unfairly on the basis of their sex, sexual orientation, gender identity, intersex status, marital or relationship status, pregnancy and breastfeeding, and caring responsibilities.<sup>31</sup>

**Sexism** – Discrimination based on gender, and the attitudes, stereotypes and cultural elements that promote this discrimination. Sexism refers to the language, attitudes, behaviours, and conditions that create, support or reinforce gender inequality. Sexism can take many forms, such as jokes or comments, sexual harassment, or sex discrimination. It can be perpetrated by individuals or embedded within the structures and systems of institutions and organisations.<sup>32</sup>

**Sexual violence** – Any sexual activity that occurs without free and informed consent. It refers to a broad range of sexual behaviours that make a person feel uncomfortable, intimidated, frightened, or threatened.<sup>33</sup> It includes any time a person is forced, coerced or manipulated into any unwanted sexual activity, such as touching, sexual harassment and intimidation; forced marriage; trafficking for the purpose of sexual exploitation; image-based abuse; sexual assault and rape.

**Sexual harassment** – Unwelcome sexual advances, requests for sexual favours or other unwelcome conduct of a sexual nature that makes a person feel offended, humiliated or intimidated. Sexual harassment can be physical, verbal or written. It is not consensual interaction, flirtation or friendship, or behaviour that is mutually agreed upon. Under the *Sex Discrimination Act 1984* (Cth), sexual harassment in Australia is unlawful.

Sexual harassment can include:

- comments about a person's private life or the way they look
- sexually suggestive behaviour, such as leering or staring
- brushing up against someone, touching, fondling or hugging
- sexually suggestive comments or jokes
- displaying offensive screen savers, photos, calendars or objects
- repeated requests to go out, requests for sex, sexually explicit emails, text messages or posts on social networking sites, and
- sexual assault.<sup>34</sup>

**Sexual orientation** – A person's sexual or emotional attraction to others. People express their sexuality in different ways. A person's sex or gender does not mean they have a particular sexual orientation, and vice versa.

- A **lesbian** woman is attracted to other women.
- A **gay** person is attracted to people of the same gender as themselves.
- A **bisexual** person is attracted to people of their own gender and other genders.
- A **heterosexual** or 'straight' person is attracted to people of the opposite gender to themselves.

- An **asexual** person does not experience sexual attraction, but may experience romantic attraction towards others.
- A **pansexual** person is attracted to people of all genders, binary or non-binary.
- **Queer** is an umbrella term for diverse gender or sexualities. In the past, queer was used as a discriminatory term and can be offensive to some people, particularly older LGBTIQ+ people. The term has been reclaimed in recent years and is increasingly used by people to describe themselves in an empowering way.
- **Questioning** is used as an umbrella term for people who are still exploring or questioning their gender or sexual orientation. People may not want to have other labels applied to them yet but may want to be clear that they are non-binary or non-heterosexual.

**Structural or systemic discrimination and disadvantage** – The norms, policies and systems present within politics, the legal system, education, workplaces, healthcare and other institutions that present obstacles to groups or individuals achieving the same rights and opportunities available to the majority of the population.<sup>35</sup>

**Technology-facilitated abuse** – Abuse that occurs across any internet-enabled platform or device. It includes:

- harassment – such as menacing and frequent calls, emails and texts; posting abusive comments on social media; encouraging third parties to harass the victim/survivor; hacking into the victim/survivor's bank, email or social media accounts and/or locking them out of their accounts; and the use of technology to control or manipulate home appliances, locks and other connected devices
- monitoring and stalking – using phones, drones or other devices; tracking location data; and constantly checking on a victim/survivor via text, phone calls or social media
- impersonation – creating a fake account to harass or abuse the victim/survivor or their friends and family
- threats and punishment – including sharing or threatening to share intimate images without consent (image-based abuse), 'doxing' (posting private information on social media or elsewhere online), and sending abusive messages threatening harm, including reputational harm.<sup>36</sup>

**Transgender** – An umbrella term referring to people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth. A transgender person may identify specifically as transgender or as male or female, or outside of these categories. Being transgender does not imply any specific sexual orientation. Transgender people may identify as heterosexual, gay, lesbian, bisexual, pansexual, queer, or in other ways. Also often abbreviated to 'trans'.

**Transphobia** – Prejudice, fear, discomfort and/or hatred directed towards people who are transgender and/or gender diverse. This includes the systemic and structural discrimination experienced by trans and gender diverse people.

**Victim/survivor** – People who have experienced family and domestic violence or gender-based violence. This term is understood to acknowledge the strength and resilience 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 another term altogether.<sup>37</sup> Some people prefer to use 'people who experience, or are at risk of experiencing, violence'.

**Violence against women** – Any act of gender-based violence that causes or could cause physical, sexual, or psychological harm or suffering to women, including threats of harm or coercion, in public or in private life. This definition encompasses all forms of violence that women experience and is broader than what is covered by the term family violence or domestic violence. It includes: physical, sexual, emotional/psychological, cultural/spiritual, economic/financial, coercive and controlling behaviours, technology facilitated and image-based abuse, and other types of violence that are gender based (see also **gender-based-violence**).<sup>38</sup> Violence against women includes acts which occur and are perpetrated within the family, within the community including in social institutions and organisations, and which are perpetrated or condoned by the state.<sup>39</sup>

**'Whole-of' approach** – A 'whole-of' approach to prevention means that your strategy aims to engage everyone in the population, community or organisation. For universities, this means working with and across the entire university population. This includes students, teaching and research staff, professional staff, administrators, contractors, colleges and other accommodation providers, clubs and societies, and business partners. A 'whole-of' approach recognises that change is complex and requires actions to embed prevention across all areas of an organisation.

# NOTES

- 1 P McDonald and M Flood, *Encourage. Support. Act! Bystander approaches to sexual harassment in the workplace*, prepared for the Australian Human Rights Commission (AHRC), AHRC, 2012.
- 2 C García-Moreno, H Jansen, M Ellsberg, L Heise and C Watts, *WHO multi-country study on women's health and domestic violence against women*, World Health Organization, 2005:14, accessed 13 November 2020.
- 3 This definition is taken from Domestic Violence Resource Centre Victoria, *Key terms in the prevention of violence against women*, Partners in Prevention, Victoria State Government and DVRCV, 2019.
- 4 Adapted from *Family Violence Protection Act 2008 (Vic)*.
- 5 Adapted from *Family Violence Protection Act 2008 (Vic)*.
- 6 Adapted from DVRCV, *Key terms*.
- 7 Our Watch, Australia's National Research Organisation for Women's Safety (ANROWS) and VicHealth, *Change the story: a shared framework for the primary prevention of violence against women and their children in Australia*, Our Watch, 2015.
- 8 Victorian Government, *Free from violence: Victoria's strategy to prevent family violence and all forms of violence against women*, Victorian Government, 2017.
- 9 Our Watch et al., *Change the story*.
- 10 Victorian Government, *Free from violence*.
- 11 *Gender Equality Act 2020 (Vic)*.
- 12 Victorian Government, *Free from violence*.
- 13 Victorian Government, *Free from violence*.
- 14 Our Watch, *Primary prevention of family violence against people from LGBTI communities – an analysis of existing research*, Our Watch, 2017.
- 15 Victorian Government, *Free from violence*.
- 16 Our Watch et al., *Change the story*, Australian Council for International Development (ACFID), *Gender Audit Toolkit*, ACFID, 2019.
- 17 Our Watch et al., *Change the story*.
- 18 Adapted from Our Watch et al., *Change the story*.
- 19 Adapted from Our Watch et al., *Change the story*.
- 20 Adapted from Our Watch et al., *Change the story*.
- 21 Office of the eSafety Commissioner, *Image-based abuse*, eSafety website, n.d., accessed 10 December 2020.
- 22 N Henry, A Powell and A Flynn, *Not Just 'Revenge Pornography': Australians' Experiences of Image-Based Abuse: A Summary Report*, RMIT University, 2017, accessed 10 December 2020; Office of the eSafety Commissioner, *Image-based abuse: National Survey: Summary Report*, Office of the eSafety Commissioner, 2017, accessed 13 November 2020.
- 23 DVRCV, *Key terms*.



- 24 Our Watch et al., *Change the story*, DVRCV, *Key terms*.
- 25 DVRCV, *Key terms*.
- 26 Our Watch et al., *Change the story*.
- 27 Our Watch et al., *Change the story*.
- 28 Adapted from Our Watch et al., *Change the story* and DVRCV, *Key terms*.
- 29 Our Watch et al., *Change the story*.
- 30 DVRCV, *Key terms*.
- 31 AHRC, [\*Know your rights: Sex discrimination and sexual harassment\*](#), AHRC, 2012, accessed 4 September 2020.
- 32 Our Watch et al., *Change the story*, DVRCV, *Key terms*.
- 33 Our Watch et al., *Change the story*, DVRCV, *Key terms*; Victorian Government, *Free from violence*.
- 34 Victorian Equal Opportunity and Human Rights Commission, [\*Sexual harassment\*](#), Victorian Equal Opportunity and Human Rights Commission website, n.d., accessed 21 February 2021.
- 35 Our Watch et al., *Change the story*.
- 36 Office of the eSafety Commissioner, [\*What is technology-facilitated abuse?\*](#), eSafety website, n.d., accessed 10 December 2020.
- 37 DVRCV, *Key terms*; Victorian Government, *Free from violence*.
- 38 Our Watch et al., *Change the story*.
- 39 United Nations, [\*Declaration on the Elimination of Violence against Women\*](#), United Nations, 1993, accessed 8 February 2021.



This work is licensed under a [Creative Commons Attribution 4.0 International License](#).

© Our Watch 2021