

# **2025 ANNUAL REPORT: DISCLOSURES OF RACISM AND INSTITUTIONAL RESPONSE**

**REPORTING PERIOD: 2025**



# ACKNOWLEDGEMENT OF COUNTRY

**MONASH UNIVERSITY** recognises that its Australian campuses are located on the unceded lands of the people of the Kulin nations, and pays its respects to their elders, past and present. For Monash's other campuses, delivery locations and where we have a presence, the University recognises the Indigenous peoples of these lands.

Monash recognises that racism is a systemic issue across organisations, communities and broader society. We are committed to eliminating racism on all our campuses, with a particular focus on addressing racism experienced by Aboriginal and Torres Strait Islander peoples. This commitment extends to challenging and preventing all forms of discrimination based on race, ethnicity, nationality, culture and religion.

## SENSITIVE CONTENT NOTE

This report contains sensitive information relating to racism and racial discrimination. It includes aggregated data and statistics, as well as information on how the University prevents, receives, manages, and responds to disclosures and reports of racism and racial discrimination experienced by students, staff, and members of the Monash University community.

While the report does not include confidential or identifying details of individual disclosures or reports, some readers may find the content distressing.

### **Monash University offers a range of supports to students and staff, including:**

- > [Safer Community Unit](#)
- > [Monash Counselling Service](#)

### **External support services are also available for the wider community and alumni:**

- > [Australian Human Rights Commission \(AHRC\)](#) on 1300 369 711
- > [Victorian Equal Opportunity and Human Rights Commission \(VEOHRC\)](#) on 1300 292 153
- > [eSafety Commissioner](#) at [esafety.gov.au/about-us/contact-us](https://esafety.gov.au/about-us/contact-us)

### **Malaysia:**

- > [Human Rights Commission of Malaysia \(SUHAKAM\)](#) on 03 2612 5600

### **Indonesia:**

- > [National Human Rights Commission of Indonesia \(Komnas HAM\)](#) on 21 3925230

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# M FOREWORD FROM THE VICE-CHANCELLOR AND PRESIDENT

The inaugural Monash University 2025 Annual Report: Disclosures of Racism and Institutional Response sets out the University's strategic priorities and progress in eliminating racism, alongside the racism-related concerns raised by students and staff during the reporting period, including the actions taken in response.

It has been developed to provide transparency to our community about the nature and number of concerns disclosed or reported to Monash, and about how the University has responded. By presenting this consolidated account for the first time, the University affirms its commitment to accountability, continuous improvement, and the creation of a safe and respectful environment for all members of our community.

Our commitment is grounded in the [Monash Anti-Racism Statement](#) that was approved by the Academic Board in February 2023. Monash is striving to ensure our communities are free from racism, which we understand broadly to encompass all forms of discrimination based on race, ethnicity, nationality, culture and religion. Monash rejects all forms of racism including racial discrimination, harassment and vilification. The University is focused on eliminating racism and discrimination that is directed towards Aboriginal and Torres Strait Islander Peoples, as well as that directed against other peoples of diverse races, ethnicities, nationalities, cultures and religions.

It is important to recognise that this report on its own is not a complete picture. Racism is often underreported, and formal complaints do not capture the full extent of the lived experiences within our community. The report is therefore only one element of Monash's broader and ongoing commitment to addressing racism, listening to our community, and strengthening trust in our reporting and response processes.

This report is published at a time when the nation is carrying the grief of the Bondi antisemitic terror attack. We must now intensify our work to eliminate all forms of antisemitism and hate as we care for our Jewish colleagues and students in their anguish and commit to redouble our efforts to prevent and effectively respond to antisemitism.

Antisemitism, racism, Islamophobia and all forms of hate are unacceptable and have no place on our campuses or within our communities, and zero tolerance must apply. Our commitment is reflected in our resolute efforts to prevent any unacceptable behaviour and activity on our campuses, enabled by increased and dedicated security and safety measures, particularly for those groups who have sought greater comfort in this presence.

Monash is a place to challenge and be challenged, but we only genuinely challenge or respond to challenges if we feel safe and respected. We all, in each and every action, contribute to the atmospherics of our classrooms and we have shown time and again that we are at our best when we come together in academic inquiry with care, rigour and curiosity.

Reporting mechanisms support this culture by ensuring that concerns are raised safely, responded to appropriately, and used to build greater understanding across our community.

Our efforts to actively build social cohesion are making a difference, including the suite of programs we introduced over the past two years, such as the [Campus Cohesion Project](#), that have brought our people and communities together, and our work to ensure our classrooms are safe through our [Brave Conversations Project](#) which has enabled us to engage in difficult conversations, recognising that the foundations of peace and understanding are in our shared humanity and aspirations.

As a globally leading public institution, Monash has invested \$2 million in sector-leading Social Cohesion initiatives to strengthen inclusion and address racism on and beyond campus:

- > Launched innovative research into antisemitism and Islamophobia, including a survey of nearly 4,000 students from across Australian campuses;
- > Equipped over 1,000 academics – and counting – to facilitate respectful dialogue in classrooms through Brave Conversations;
- > Launched innovative research into antisemitism, Islamophobia and anti-Palestinian hate;
- > Delivered antisemitism and Islamophobia training to University leadership;
- > Delivered antisemitism training to sector leaders and frontline staff in universities across Australia;
- > Contributed to national definitions, reports, and frameworks; and
- > Fostered belonging, respectful dialogue, and impact-driven action through scholarships, student partnerships, national leadership programs, and ongoing engagement with government and community.

This work is ongoing and this report further strengthens our resolve to eliminate racism and hate from our communities. We will continue to do more.

**Professor Sharon Pickering**

Vice Chancellor and President  
Monash University



## BACKGROUND

Monash's commitment to a diverse, inclusive and equitable community for all is a foundational principle for the development of a thriving culture at Monash University, where all members of the community are treated with fairness and respect – as embodied in our strategic plan *Impact 2030* and our [Anti-racism statement](#).

Across all our campuses, Monash strives to ensure our communities are free from racism, which we understand broadly to encompass all forms of discrimination based on race, ethnicity, nationality, culture and religion. Monash rejects all forms of racism, including racial discrimination, harassment and vilification. Our commitment to a safe and inclusive environment is strengthened by our acknowledgement that the principles of [freedom of speech and academic freedom](#) are fundamental to the nature of a university. Behaviour that is discriminatory, harassing, vilifying or threatening is not tolerated and is inconsistent with our values and policies.

The University recognises that racism manifests in many different ways across our communities and broader society. This includes direct and indirect racial discrimination, racial vilification, and racial harassment, including but not limited to: antisemitism, Islamophobia and xenophobia.

Monash understands that racism occurs due to an imbalance of power and privilege, and that it can be compounded by other forms of oppression and discrimination through intersecting identities such as gender, disability, sexuality and socioeconomic status. We ground our prevention initiatives in this intersectional understanding.

### NATIONAL FOCUS AND SECTOR EXPECTATIONS

Australian universities operate within a wider social and policy environment in which questions of racism and discrimination continue to attract significant public attention.

Since 2024, there has been increasing national attention on the responsibility of universities to address discrimination and hateful conduct. This includes the Australian Universities Accord [Final Report](#), released in February 2024, which recommended a national Tertiary Education Racism Study. This [study](#), Racism@Uni, was led by the Australian Human Rights Commission, and delivered across all Australian universities in August 2025, with the results of the study now published.

In parallel, the Australian Parliament's [Inquiry into Antisemitism at Australian Universities](#), published its Final Report in February 2025, and reinforced expectations that universities take proactive steps to report on, and respond transparently to, incidents of antisemitism and other forms of racism. Among its recommendations was a call for universities to publish regular, de-identified reporting on complaints received, their nature, and the progress and outcomes of those complaints. Similar expectations were also articulated by Australia's national regulator of higher education, TEQSA, in late 2025 via its [Statement of Regulatory Expectations: Grievance and complaint mechanisms](#).

Monash University supports the importance of transparent, de-identified public reporting as a key mechanism for accountability, trust-building and continuous improvement in preventing and responding to racism. This first public report represents an important step in Monash's ongoing commitment to preventing racism. Monash will continue to assess the effectiveness of initiatives already underway, including its policies, procedures and resourcing, and is committed to expanding efforts to strengthen safety, inclusion and respect across our campuses.

# M SUPPORTING SAFE AND RESPECTFUL LEARNING ENVIRONMENTS

A key pillar to Monash's commitment to addressing racism has been to increase the safe and supported disclosure pathways available to our community. By supporting disclosure we aim to help students and staff access the support they need, and to continue to evolve our understanding of institutional trends and opportunities for enhancement.

The 2025 launch of the [Raise Your Concerns](#) webpage, provides a university-wide gateway for all forms of complaints, including incidents of racism or discrimination. This gateway is in addition to existing reporting and support pathways, such as Monash's [bSafe app](#).

Our work to create safe and respectful learning environments extends beyond reporting and complaints processes. Throughout 2024 and 2025, the University strengthened its engagement with student organisations, supported research and advanced development of programs to support social cohesion, increased intercultural dialogue, and supported teaching staff with guidance on fostering respectful classroom environments.

This included developing individual capability for addressing racism, creating safe and inclusive learning environments and contributing to the national imperative to combat racism through research, collaboration and knowledge-sharing.

**Initiatives in this report are grouped using a model to reflect action at multiple and interconnected levels. Monash takes action to enhance individual awareness, learning and action through initiatives that have been in place for some time, as well as new initiatives that have been put in place during the reporting period, to prevent and respond to racism by:**

## **INDIVIDUAL AND INTERPERSONAL LEVEL: BUILDING CAPABILITY AND CONFIDENCE**

- > providing education for students and staff on what racism is and how it operates across intersecting identities, including through compulsory modules;
- > delivering training and educational materials to equip staff and students with practical skills to address racism, including [Bystander Action](#).
- > building on the success of the [Brave Conversations Project](#) by accelerating and extending this voluntary training to all academic staff, supporting staff to navigate challenging and contested issues, recognise bias and discrimination, and foster respectful, inclusive dialogue in learning and work environments; and
- > supporting informed and respectful debate grounded in academic freedom and free speech, as articulated in the [Freedom of Speech and Academic Freedom Policy](#).

## ORGANISATIONAL LEVEL: CREATING SAFE AND INCLUSIVE LEARNING ENVIRONMENTS

**Monash embeds anti-racism and inclusion within its institutional systems, structures and everyday practices by:**

- > ensuring clear, accessible and culturally appropriate pathways for reporting, support and redress when racism or discrimination occurs, such as through the [Raise Your Concerns](#) webpage developed as a gateway for all complaints university-wide in 2025, as well as through the [bSafe app](#);
- > embedding culturally safe and inclusive approaches across teaching and learning, research, and the broader student and staff experience, including the [Safe Classroom Practices](#), to support consistent approaches and inclusive learning environments across faculties;
- > responding comprehensively and consistently to all forms of racism through coordinated institutional processes;
- > using data, feedback and evaluation to monitor campus climate, identify systemic barriers and inform continuous improvement;
- > providing training on antisemitism and Islamophobia to senior leaders, education leaders, Council and front line staff;
- > providing training on respectful and productive engagement across difference through the [Brave Conversations project](#);
- > strengthening accountability through leadership oversight, governance mechanisms and integration of anti-racism commitments into institutional planning and decision-making.

## COMMUNITY AND RESEARCH LEVEL: EVIDENCE-BASED UNDERSTANDING AND ACTION

**Monash contributes to campus cohesion, institutional learning and broader sector impact through research, collaboration and knowledge-sharing by:**

- > investing in interdisciplinary research to better understand racism and discrimination, including antisemitism and Islamophobia, and sharing research findings and practical frameworks with the higher education sector, government and community stakeholders to support improved policy, practice and community cohesion beyond Monash;
- > advancing Indigenous leadership, research and advocacy through the [Office of the Deputy Vice-Chancellor \(Indigenous\)](#);
- > affirming our institutional commitment to truth-telling and Treaty through the establishment of the Yoorrook Taskforce, and embedding this commitment within *Impact 2030* and the [Aboriginal and Torres Strait Islander Framework 2019–2030](#);
- > extending the [Monash Campus Cohesion Research Project](#) to examine experiences of antisemitism and Islamophobia across Monash campuses and inform targeted actions to strengthen safety and inclusion;
- > extending training that stems from the Monash Campus Cohesion project to the higher education sector in Australia; and
- > undertaking rapid, applied research through the [Monash Initiative for Rapid Research into Antisemitism \(MIRRA\)](#) to inform effective institutional responses and deepen understanding of intersecting forms of racism.

As Australia's largest and most international university, Monash recognises the particular responsibility we carry in shaping learning and campus environments that reflect respect, inclusion and care for diverse communities and producing graduates who are respectful global citizens. We take this responsibility seriously.

Addressing racism requires sustained effort, reflection and collaboration, and this report reflects an ongoing and developmental commitment rather than a final and complete statement. Monash will continue to listen to the experiences of students and staff, strengthen our policies, practices and reporting, and work constructively with government, regulators, sector partners and community organisations to prevent and respond to racism in all its forms.

# **M** EFFECTIVE REPORTING **M** AND RESPONSE

## **SAFER COMMUNITY UNIT**

Monash University's *Safer Community Unit (SCU)* provides a central, trauma-informed point of contact for students and staff who disclose experiences of racism, harassment or discrimination. SCU staff listen to concerns impartially, prioritise safety and wellbeing, and support individuals to understand their options, including how to access support and make formal reports to the University or external bodies.

The unit adopts a sensitive, person-centred approach that respects individual agency, allows people to take time to decide what actions are right for them, and ensures confidentiality unless there is an imminent risk to safety. SCU coordinates risk assessment and management, connects individuals with appropriate internal and external support services (including counselling and specialist referral), and informs individuals of reporting pathways in a way that minimises additional trauma. This process reflects Monash's commitment to supporting those affected by racism in a way that is respectful, supportive and empowering, recognising the complex impacts such experiences can have on wellbeing and participation in the University community.

## **OFFICE OF THE UNIVERSITY REGISTRAR**

The Office of the University Registrar (OUR), through both the Responsible Officer for General Misconduct (ROGM) and the Student Complaints function, manages reports and concerns related to racism in a manner that prioritises safety, fairness, dignity and wellbeing. Where matters fall within the University's student misconduct framework, the ROGM applies principles of natural justice, procedural fairness and the balance of probabilities, while remaining mindful of the emotional and psychological impacts that reports of racism can have on all parties. This trauma-informed, person-centred approach is reinforced through close collaboration with the Safer Community Unit (SCU), which provides practical and emotional support, safety planning and referrals to wellbeing services before, during and after the misconduct process.

Through Student Complaints, the Registrar's Office also provides a supportive and respectful process for assessing concerns raised by students, including those that involve experiences of discrimination or unfair treatment. Initial assessments clearly explain the scope of the Student Complaints Policy, acknowledge the experiences shared by students, and transparently outline appropriate pathways when matters fall outside the policy, such as referral to SCU for concerns relating to racism, harassment or staff conduct. Throughout this process, students are provided with information about support services, advocacy options and avenues for review, including the University Student Ombudsman, ensuring individuals are informed, supported and empowered while minimising the risk of re-traumatisation.

## **RESPECT AND ETHICAL CONDUCT (HR)**

Respectful and Ethical Conduct ('REC Unit') oversees matters related to staff behaviour, including concerns raised by students, staff, and members of the public about racism, harassment, and discrimination. The REC Unit is committed to principled and trauma-informed practice, emphasising deep listening, impartial decision-making, and thoughtful consideration of contextual factors when determining appropriate resolution pathways. The REC Unit promotes dignity and agency by encouraging early and direct resolution wherever possible, while also providing clear and accessible avenues for escalation when required.

# M 2025 RACISM REPORTS

This report marks the first time Monash has publicly consolidated and reported on incidents of racism that have been raised with the University. It has been developed to provide transparency to the University community, the University's leadership, and the broader public about the nature and number of racism-related concerns reported to Monash, and about how the University responds when such concerns are raised.

The incidents presented in this report encompass references to discrimination based on race, ethnicity, nationality, culture and religion, including racial discrimination, harassment and vilification.

The compilation of this data represents an important first step in understanding experiences of racism within the Monash community. It does not capture the full extent of lived experiences as barriers to reporting and underreporting remain. The findings should therefore be understood as part of Monash's ongoing commitment to strengthen trust, accessibility and confidence in reporting and response.

## SUPPORTING REPORTING AND RAISING CONCERNS

Feedback from students and staff, captured directly by Monash and through government consultations and associated published reports, has highlighted the importance of providing clear, accessible and straightforward mechanisms for members of the University community to raise concerns, seek support and report incidents of racism.

In March 2025, Monash launched the [Raise Your Concerns](#) webpage. This centralised reporting webpage brought together previously dispersed information about reporting pathways into a single, easy-to-navigate destination. Students and staff can now raise concerns, seek advice and access support more quickly and transparently, whether through the online portal, the Monash bSafe app, direct contact with Security Services, or via engagement with the Safer Community Unit.

Public reporting is a critical component of Monash's commitment to combating racism. At the same time, we acknowledge the limitations of complaint-based data and the likelihood of underreporting. For this reason, Monash remains committed to ongoing dialogue and proactive and preventative work with students, staff, and student leaders, including the utilisation of insights gleaned through surveys, research and direct engagement, to guide approaches to prevent racism.

Through transparency, accountability and continued engagement, Monash is committed to building a university community in which all members can learn, work and participate free from racism and hate.

### **This report outlines:**

- > the number and nature of reports received;
- > the policies and procedures applied in responding to those reports; and
- > the support and follow-up actions provided.

Importantly, the University's response to reports of racism reflects a trauma-informed approach and prioritises safety, wellbeing and support for those affected. Where reports concern the behaviour of students or staff, they are assessed against relevant policy frameworks, including the Student Code of Conduct and the Staff Code of Conduct.

## REPORTS OF RACISM TO MONASH UNIVERSITY AUSTRALIA IN 2025

This section presents de-identified data on reports of racism received by Monash University Australia's Safer Community Unit during the 2025 reporting period, which aligns with the calendar year. While this first report focuses on Monash's Australian campuses, including Monash College, the University recognises its responsibility as a global institution and is committed to expanding and strengthening data collection and reporting across its international campuses to support a comprehensive and inclusive approach to addressing racism.

### Reports are presented in two broad categories:

1. matters that met the requirements for a formal institutional response; including
  - a. both complainant and respondent were members of the University community (either staff or students); and
  - b. the incident occurred on campus or in relation to a University event or activity
2. matters outside of the University's formal remit.

Across 2025, 52 reports of racism were received by the University, from students and staff at Monash University's Australian campuses and Monash College.

- > Of these, 20 reports met the criteria for a formal institutional response
- > 32 reports were assessed as being outside the University's regulatory or disciplinary remit for reasons such as anonymous reporting, reports from or about individuals who were not Monash students or staff, and reports relating to matters unconnected to University locations or activities.

While formal disciplinary avenues are not available in response to reports outside of the University's regulatory remit, Monash supports students, staff and community members regardless of whether an incident falls within its formal jurisdiction. Wherever possible, a set of decisive and important actions are taken to repair the matters raised by each report and prevent their recurrence.

Informal resolution usually involves direct action to resolve the situation, prevent further occurrences and provide support which includes safety planning, access to support services and information, assistance to report concerns to the police, and guidance or referral to external agencies such as the Australian Human Rights Commission, the Victorian Equal Opportunity and Human Rights Commission, or the eSafety Commissioner.

These approaches align with well established practices used in our gender-based violence prevention and response model adopted at Monash University. In the context of racism, the model recognises the multiple and interacting factors that give rise to racism and which guide the informal resolution processes undertaken when formal disciplinary avenues are not available. This includes taking specific action to restore and prevent by:

- > reducing risk factors and strengthen protective factors at each level;
- > co-ordinating action across individual and community spheres; and
- > focusing on individuals and broader norms, practices and systems that sustain violence.

Further information on the nature of all reports received is provided below.

**TABLE 1.**  
**Reports of racist incidents received by Monash University, Australia (2025)**

TOTAL REPORTS RECEIVED	52
Report met criteria for formal University investigation and response	20
Report did not meet criteria for formal University investigation and response	32

Of the 20 reports that met the requirements for a formal institutional investigation and response, 17 reports came from current students, and 3 reports came from staff members. There were 18 discrete incidents that prompted these reports, with two incidents being reported separately by two individuals.

Of these 18 incidents (Table 2), 15 occurred on campus and a further 3 occurred off-campus but were still linked to a Monash activity. The category of the primary allegations regarding the incidents are reflected in Table 2 below (except where there are fewer than 3 reported incidents in a category and in order to protect the identity of complainants). Verbal incidents were the most commonly reported concern, followed by written incidents or online material. Across the 18 incidents outlined in Table 2, 16 occurred at a Monash University campus, and 2 occurred at Monash College. All matters have been resolved following thorough investigation and actions.

The average time to resolution of matters occurring at a Monash University campus was 14 days, with a median resolution time of 8 days. The average and median times for resolution for matters occurring at Monash College was 62 days, with the resolution process for both matters being impacted by student absence.

While reported incidents have been categorised by the primary allegation (Table 2), it is important to recognise that reporting patterns are shaped by power, context, and trust in institutional processes. As a result, underreporting of racist incidents is likely to affect different communities unevenly. Monash is steadfast in our commitment to eradicating all forms of racism across our campuses and to providing a safe, respectful, and inclusive environment for all staff and students.

**TABLE 2:**  
Characteristics of reported incidents that met the threshold for institutional response

<b>TOTAL INCIDENTS</b>	<b>18</b>
<b>On-campus incidents</b>	<b>15</b>
Clayton campus	9
Caulfield campus	4
Monash College campus	2
<b>Off-campus incidents</b>	<b>3</b>
<b>Incident type</b>	
Verbal	13
Written	4
Material (i.e printed flyer)	1
<b>Category of primary allegation regarding incidents*</b>	
Antisemitism	8
Islamophobia	3

\*Where fewer than 3 reported incidents were assigned to a category these are not presented to protect the identity of complainants.

## INSTITUTIONAL RESPONSE PATHWAYS AND OUTCOMES

Responses were guided by the wishes of the complainant, with individuals supported to decide how to proceed after being provided with clear information about options available under relevant University policies, procedures and regulations. Each matter was assessed within the appropriate policy frameworks, and safety planning and support were offered throughout the process. Monash adopted a trauma-informed, person-centred approach while meeting the University's responsibility to maintain a safe and respectful environment.

Where incidents related to teaching and learning environments and the complainant chose to proceed, Monash also implemented direct educative responses by senior leaders, including coaching and feedback for academics and teaching staff, alongside reinforcement of the University's [Principles for Creating Safe Classrooms](#) and individual obligations under relevant University policies and procedures. This important work was undertaken to ensure the incident was satisfactorily resolved as well as to maximise the opportunity to build genuine understanding and capabilities to prevent recurrence.

**TABLE 3:**  
Categorisation of respondents in reported incidents that met the threshold for institutional response

<b>TOTAL INCIDENTS</b>	<b>18</b>
Student respondent	10
Staff respondent	7
Institution as respondent	1

## STAFF RESPONDENTS

In one of the seven matters involving staff respondents, the person who made the report chose not to pursue escalation and instead accessed support and safety planning only.

Of the remaining six matters, two were referred to Respect and Ethical Conduct for consideration under the Staff Code of Conduct and the remaining four were escalated to the portfolio of the Deputy Vice-Chancellor Education. Each matter was reviewed carefully by the Deputy Vice-Chancellor Education, and other senior leaders when appropriate, and decisive and effective actions were taken. These included direct communication with faculty leadership in the faculties in which the staff were employed, direct educative discussions with individual staff or work units, support for academic staff to review and amend teaching materials, and provision of additional guidance or training to support safe and respectful learning environments.

## STUDENT RESPONDENTS

Of the ten matters involving student respondents, six were managed by the Safer Community Unit and four were referred to the Office of the University Registrar for consideration under the Student Code of Conduct.

Outcomes for these matters included actions such as formal directions issued to students, educative conversations with students or staff led by senior leaders that outlined clear expectations, and the referral of teaching staff to implement the [Principles for Creating Safe Classrooms](#).

## MATTERS NOT MEETING THE THRESHOLD FOR FORMAL INSTITUTIONAL RESPONSE

In addition to reporting on matters that met the requirements for a formal institutional response, Monash also categorises and reports on key characteristics of matters assessed as being outside its formal remit (this includes anonymous reporting, reports from or about individuals who were not Monash students or staff, and reports relating to matters unconnected to University locations or activities). This approach supports transparency about the nature of concerns raised with the University (Table 3), and the ways in which Monash seeks to respond through support, referral and follow-up (Table 4). Reporting on these matters also provides valuable insight into broader patterns of community concern and emerging risks, informing prevention, education and engagement efforts beyond formal disciplinary processes.

**TABLE 4:**  
**Characteristics of reported incidents that did not meet the threshold for institutional response**

Online activity (including social media posts)	12
Verbal	11
Threat	2
Assault	1
Graffiti	1
Material (i.e printed flyer)	1
Other behaviour	4

**TABLE 5:**  
**Outcomes offered for matters falling outside of the University's remit**

Referral to internal service	12
Safety and support only	11
Informal response	1
No action could be taken*	8

\*This is due to reasons such as anonymous reporting, reports from or about individuals who were not Monash students or staff, and reports relating to matters unconnected to University locations or activities.

# M 2025 REFLECTIONS AND 2026 PRIORITIES

The compilation and publication of the first Annual Racism Report marks an important milestone for Monash University and reflects our ongoing commitment to acknowledging, addressing and preventing racism in all its forms.

The data presented in this report provides valuable initial insight into the nature of racism-related concerns raised with the University during 2025 and the ways in which Monash has responded. It also highlights the limitations of relying solely on complaint-based reporting, given the small number of reports received across the reporting year. These realities reinforce the importance of continued efforts to build trust, accessibility and confidence in reporting pathways, alongside broader prevention and education strategies.

More than half of the reports received fell outside of the University's formal regulatory remit, highlighting the importance of a person-centered approach to disclosures that prioritises safety, wellbeing, agency and access to support. The data presented in this report reinforces that responses to racism must extend beyond disciplinary action within individual institutions to include constructive engagement with other institutions, government agencies, regulators and community groups. Monash maintains strong working relationships with Victoria Police and a range of community organisations to ensure complainants are connected with appropriate agencies and relevant support in cases outside of the University's remit.

In 2026, Monash will maintain its commitment to preventing racism. We will continue to build on the foundations of the work undertaken to date by focussing decisively on prevention and effective response. This means we will take sustained actions to change the systems, cultures, and everyday practices that allow racism to persist and which establishes and ensures safer and more inclusive environments before harm occurs. Across 2026 Monash will prioritise

**Enhancing data quality and consistency** by improving the collection, analysis and reporting of de-identified data to better identify trends, emerging risks and opportunities for prevention.

**Expanding scope and coverage**, with a focus on strengthening data collection and reporting across international campuses to support a more comprehensive global understanding of racism within the Monash community.

**Strengthening engagement** with student communities through forums and meetings to raise awareness of racism reporting, and to seek their input and feedback on the University's response to and prevention of racism.

**Deepening prevention and capability-building efforts**, including continued investment in research, and support for staff and students to navigate challenging and contested issues while maintaining safe, inclusive and respectful learning and campus environments.

Addressing racism is complex and requires sustained effort across multiple levels of the institution. Monash will continue to listen to the experiences of students and staff, work constructively with partners and regulators, and strengthen its approaches to preventing and responding to racism in all its forms.

