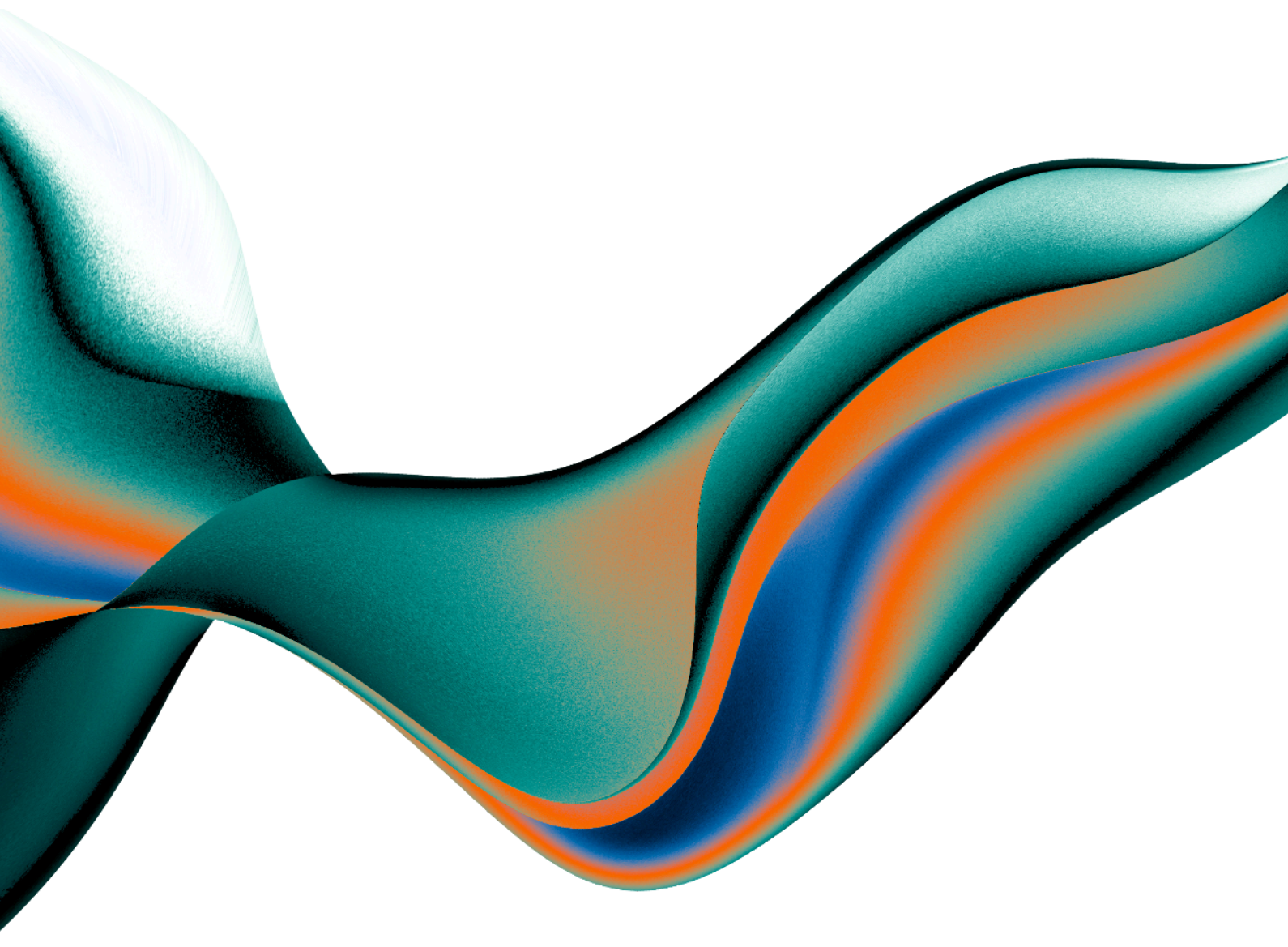




MONASH
University

Sexual Harm
Prevention and Response
Annual Report 2024



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.

In order to prevent the disproportionate impacts of sexual harm experienced by Aboriginal and Torres Strait Islander Peoples, we first must address the past, as well as the present and ongoing legacy of colonialism in Australia and around the world. Working in prevention, whether it be sexual harm or other forms of harassment, discrimination and violence, needs to always be underpinned with an intersectional lens. First and foremost, prevention initiatives need to be grounded in the undoing of privileges attained from colonialism and the maintenance of its structures and authority, and to involve actively listening and learning from Indigenous Australians' leadership and thought.

Acknowledgement of victim-survivors

Monash University acknowledges the strength and resilience of all victim-survivors of sexual harm, including those within our community. Monash is committed to supporting all victim-survivors of sexual harm, and is working hard towards the elimination of all forms of harassment, discrimination and violence in our University community and beyond.

Content note

This report contains sensitive information relating to sexual harm, encompassing sexual assault and sexual harassment. While this report does not detail confidential information of specific reports, it does include some information relating to the location, timing and outcomes of disclosures and reports of sexual harm experienced by students and staff.

Support is always available. For Monash staff and students, you can access support through the [Monash Counselling Services](#) and through a [range of other services](#).

Members of the wider community can contact:

- Within Australia: [Sexual Assault Crisis Line](#) on 1800 806 292 (24/7), or [1800 RESPECT](#) on 1800 737 732 (24/7)
- Within Malaysia: [All Women's Action Society](#) or [Women's Aid Organisation](#)
- Within Indonesia: [Komnas Ham Perlindungan Perempuan dan Anak](#).

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Background

Since the establishment of the national [Respect.Now.Always. initiative](#) in 2016, Monash University has committed considerable resources to ensure a holistic approach to the prevention of, and response to, sexual harm and gender-based violence.

With the release of the [Change the Course report](#) by the Australian Human Rights Commission (AHRC) in 2017, the University swiftly [implemented all nine recommendations of the Change the Course report](#). Since then, Monash's actions have gone beyond these initial recommendations, having undertaken significant work to ensure the University's prevention and response strategies to sexual and gender-based violence are sector leading.

Monash University has undertaken key institutional reforms to ensure optimal prevention of and response to gender-based violence and sexual harm within our community. This includes:

- establishing the [Respect at Monash Advisory Committee](#) in 2017, led by senior University staff to govern and oversee Monash University's prevention of sexual harm and gender-based violence initiative;
- establishing a dedicated sexual and gender-based violence prevention team in 2018. Now situated within the broader [Equity, Diversity and Inclusion](#) team within the Education Portfolio, our dedicated prevention team implements an intersectional, whole-of-Monash Group approach to the prevention of sexual harm and gender-based violence;
- development of anonymous reporting platforms for both students and staff;
- launching the [bSafe App](#) in 2021, which offers support, resources, safety information and reporting options for students; and
- throughout 2022 and 2023, the University implemented a range of specific actions and initiatives stemming from the second national survey into the experiences of sexual harassment and sexual assault by students on university campuses across Australia - the [National Student Safety Survey](#) Action Plan.

Monash University has also implemented a [variety of student-focused initiatives](#) to transform attitudes and behaviours of students in support of a more safe, respectful and inclusive campus community.

In 2024, the University outlined its whole-of-university [Strategic Commitment to Gender-based Violence and Sexual Harm Prevention \(2024-2030\)](#) (see page 6) and adopted the new [Sexual Harm Prevention and Response policy suite](#) (see page 6).

Governance

Monash University established the Respect. Now. Always. (RNA) Advisory Committee ('the Committee') in September 2017. The Committee was renamed in 2023 to the [Respect at Monash Advisory Committee](#). The Committee includes representation from Monash's senior leadership, prevention and response staff across each of Monash's key campuses and teaching locations, the student body, academic experts, residential halls and Mannix College, student services and frontline sexual assault services.

The Committee provides governance and oversight of the prevention of sexual harm and gender-based violence at Monash University. The 'Respect at Monash' initiative is based on the following key principles:

- All members of the Monash community are required to engage in the prevention of gender-based violence and sexual harm and at all levels of the University, for a holistic, whole-of-organisation approach to prevention.
- Collaborative and proactive in co-designing prevention and response practice that is victim-centric and trauma-informed, including with victim-survivors.
- Design and implement initiatives based on best practice and new and emerging evidence.
- A continual cycle of review, evaluation and refining of all policies, procedures and initiatives undertaken; including being accountable and transparent through sharing of these findings and actions.
- Acknowledge and work to address structural inequalities caused by compounding systems of oppression which compound and transform the experience of gender-based violence and sexual harm for individuals.

Monash University's current phase of the Respect at Monash initiative focuses on embedding prevention and response practice through a whole-of-Monash Group approach. This is further supported by the Sexual Harm Prevention and Response Policy suite which was introduced in November 2024. This third phase will also be informed by ongoing reviews and evaluations into the University's prevention and response initiatives.

Sexual Abuse and Sexual Harassment Taskforce - Monash University Indonesia

In December 2022, Monash University Indonesia established the Sexual Abuse and Sexual Harassment (SASH) Taskforce. The SASH Taskforce - consisting of three academic staff, one professional staff, and three student members - is responsible for overseeing the University's commitment to the prevention of sexual harassment, sexual assault and gender-based violence. It is additionally responsible for overseeing investigations into allegations of sexual harm at Monash Indonesia as required by the Decree of the Minister of Education, Cultural, Research, and Technology no. 30/2021 Concerning the Prevention and Handling of Sexual Violence in Higher Education Institutions.

Prevention of Gender-based Violence Committee - Monash Suzhou

In November 2024, Monash Suzhou established a dedicated local Respect Committee to oversee the prevention of, and response to, gender-based violence and sexual harm at the campus in Suzhou, China. Chaired by the Student and Academic Affairs Administrative Officer, with academic and professional staff representatives, the Committee will work closely with the Respect at Monash Advisory Committee, the Safer Community Unit and the Equity, Diversity and Inclusion team within the Education Portfolio in advancing prevention and response.

Key initiatives across the year

Strategic Commitment to Gender Based Violence and Sexual Harm Prevention

Monash is committed to creating an environment free of violence, where our whole community is safe, respected and thriving. In continuing our work towards achieving this vision, the University released its [Strategic Commitment to Gender-based Violence and Sexual Harm Prevention \(2024-2030\) \(Strategic Commitment\)](#). This is a part of the ongoing work set out in Impact 2030 and the Equity, Diversity, and Inclusion Framework (2023-2030). Monash is guided by the following principles:

- **Whole of community:** all members of the Monash community have a responsibility to actively engage in the prevention of gender-based violence and sexual harm by addressing the underlying drivers of violence.
- **Collaborative and Proactive:** prioritising direct engagement with all levels of the Monash community, including victim-survivors, through co-design processes.
- **Evidence-based:** initiatives are grounded in best-practice and new and emerging evidence.
- **Accountable and Transparent:** ensure ongoing data collection to understand the nature of gender-based violence and measure the impact of prevention and response initiatives.
- **Intersectional:** recognise and address the structural inequalities that are caused by systems of oppression including colonialism, racism, ableism, cis-heteronormativity and ageism, acknowledging that these compound and influence individuals experiences of gender-based violence and sexual harm.

The Strategic Commitment promotes prevention initiatives that centre the experiences of victim-survivors, transform attitudes and behaviours and support a safer, respectful and more inclusive campus community. It also maintains and enhances the response and support services available to all students and staff, ensuring that support services and complaints systems are clear and transparent, and trusted by students and staff.

Prevention and Response Action Plan 2024-25

To support the implementation of the Strategic Commitment, Monash has released the first of its two-phase approach, the [Prevention and Response Action Plan 2024-2025](#). The Action Plan outlines 33 new and existing actions that Monash will undertake to enhance gender-based violence and sexual harm prevention and response interventions. This work builds upon the reform that was implemented as a part of the [National Student Safety Action Plan \(2022-2023\)](#).

A range of initiatives as part of the Strategic Commitment have already been executed this year. Key highlights include:

- A comprehensive review of all staff and student disciplinary processes for sexual harm. These processes are outlined in the new Sexual Harm Prevention and Response Policy Suite.
- Initiatives to facilitate change in the higher education sector, including contributing to the Nation Plan Addressing Gender-based Violence in Higher Education.
- Formal evaluation of the Flip the Script Sexual Violence Resistance Program.
- A review of Monash Residential Services and Mannix College.
- A reconceptualised Monash Safer Spaces and Events Guide to ensure all Monash in-person and online events are safer, respectful and inclusive.
- A review of staff and student-led overnight camps, as well as extra-curricular travel.

Remaining action items will continue to be implemented in 2025 and progress made under the plan will be assessed. The development of the second phase and related action plan (2025-2026) will be informed by findings from assessment and evaluations, as well as any new evidence that emerges. The University's commitment to preventing and responding to sexual harm and gender-based violence also extends beyond Monash University, with extensive work being undertaken towards eliminating gender-based violence and sexual harm in all higher education settings.

Sexual Harm Prevention and Response Policy Suite

The new Sexual Harm Prevention and Response policy suite, sets out a clear and comprehensive approach to prevention and responding to sexual harm, including the processes for disclosing, reporting, and seeking support in regards to sexual harm across the Monash Group. The suite comprises of the following:

- [Sexual Harm Prevention and Response Policy](#)
- [Sexual Harm Response Procedure](#)
- [Sexual Harm Response Schedule - Monash University Indonesia](#)
- Sexual Harm Response Schedule - World Mosquito Program (forthcoming)

This suite aligns with best practice. The policy outlines the guiding principles, roles and responsibilities relating to sexual harm at Monash. The procedure and schedule reflect how the University will respond to reports from both staff and students.

In reviewing and updating the [Sexual Harm Response Procedure](#), a significant review was undertaken of the process around the management of sexual harm incidents involving staff. With the introduction of the updated Procedure, a new process was implemented in which the management of staff disclosures/reports of sexual harm and matters involving student/staff intimate relationships - including support provision and the conduct of fact-finding investigations - has shifted to the University's Safer Community Unit (SCU). This sees SCU becoming a single and central point for all members of the Monash community to disclose, report and seek support in relation to sexual harm matters, irrespective of the student/staff status as complainant or respondent. The repositioning allows for:

- alignment of the staff process with the current student model, where the disclosure and investigation of sexual harm is separated from the decision making process and outcomes;
- streamlined and efficient reporting on sexual harm matters; and
- staff access to the CARE ('Coordination, Assessment, Referral, Evaluation') Service within SCU for the provision of ongoing, coordinated and comprehensive case-management style support to victim-survivors and respondents.

Implementation of recommendations from student-led overnight camps review

In 2023, Monash University engaged an external group to undertake an independent review into student-led overnight camps, with a series of recommendations made in relation to enhancing safety and risk management, development of clear guidelines and policy/procedures, and the strengthening of reporting and support mechanisms. The recommendations required the development of new policy, procedures and guidelines in relation to student-led overnight camps, which included:

- Defining camps, roles and responsibilities, and centralised process for Monash oversight of all camps;
- A consistent approach to pre-camp briefings for students attending a camp;
- Increasing the awareness of both reporting mechanisms and support services available should camp participants see, experience or hear about concerning behaviour;
- A clear approval processes for all camps based on a risk framework and ensuring compliance;
- Additional compulsory education and training modules on consent for camp leaders and camp attendees; and
- Post-camp debrief/survey (to provide an avenue for anonymous feedback and complaints and to reiterate reporting mechanisms and supports).

Across 2024 these recommendations were implemented, through a broader project between Campus Community Division (CCD) and the Monash Student Association (MSA) to enhance the safety and compliance in relation to all extracurricular travel and activities. All recommendations specific to student-led camps were implemented by the end of 2024 through the introduction of a range of new processes and oversight of camps. In 2025, work continues to codify processes and guidelines into a comprehensive Extra-curricular Travel and Activity Procedure that will sit under the University's Staff and Student Travel Policy and utilise the existing risk assessment arrangements in place for that Policy suite.

There remains a broader body of work related to Extracurricular Activity and Travel for ongoing compliance and administrative oversight. This is being led and overseen by the Student Experience Portfolio, with overlap across a range of other functional areas including Operational Resilience and Monash Abroad in 2025.

Independent review into Monash Residential Services (MRS) and Mannix College (Mannix)

Monash University engaged an external group to conduct an independent review of sexual harm and gender-based violence prevention and response at Monash University-owned or -affiliated residential accommodation:

- Monash Residential Services (MRS) - the primary provider of on-campus accommodation to approximately 3000 Monash students with residences across the Clayton and Peninsula campuses;
- Mannix College (Mannix) - a residential college that provides accommodation to approximately 300 Monash students and is affiliated with the University.

This was the second such review undertaken by the University, with the first independent review of MRS and Mannix conducted in 2018. Following the results of the National Student Safety Survey (2021), which identified that Australian university students who live in university-owned or -affiliated residential accommodation experienced higher rates of sexual assault and harassment, Monash committed to conducting a further review of student accommodation to enable the ongoing refinement and enhancement of prevention and response initiatives in our residential settings.

The review employed a mixed-method methodology, gathering data through secondary research, consultations with MRS and Mannix stakeholders during site visits, and a quantitative and qualitative survey distributed to MRS and Mannix residents. A comprehensive review of Monash, MRS, Monash University and higher education sector documents was conducted, including: policies and procedures, disclosures/reports data and other similar sector-wide reports. Interviews were held with MRS staff, Monash staff, MRS resident advisors, support services (eg. counsellors), Mannix staff and Mannix student leaders. The survey, distributed to all MRS and Mannix residents, was completed by 1,131 (one-third response rate) MRS residents and 205 (two-thirds response rate) Mannix residents.

The review found that prevention initiatives and response processes are effective at both MRS and Mannix, and residents reported positive cultures that prioritise safety and respect. However, sexual assault and harassment continues to be experienced by students.

Key findings for MRS included that there was a supportive and positive culture, with 95% of residents reporting a sense of belonging and 94% feeling safe. Despite this, 3% of survey respondents reported experiencing sexual assault and 4% reported experiencing sexual harassment in a range of spaces during the time they were a resident at MRS.* Key findings for Mannix included that the culture was found to be safe and healthy, with 98% of survey respondents reporting a sense of belonging and 96% feeling safe at Mannix. Despite this, 11% of survey respondents reported experiencing sexual assault and 14% reported experiencing sexual harassment in a range of spaces during the time they were a resident at Mannix.*

The review found that prevention initiatives and response processes at MRS and Mannix are comprehensive and effective overall, and both organisations are conscientious in this space. Recommendations were made to fine-tune and enhance MRS and Mannix's approach to preventing and responding to sexual harm and gender-based violence. The review found that MRS and Mannix have appropriate and trauma-informed response processes that are designed to ensure victim-survivors feel safe and validated. Recommendations were made to help further strengthen these. Monash University, MRS and Mannix are developing detailed action plans to implement all recommendations. A key recommendation included a commitment to a rolling review process every five years, and both the University and Mannix have committed to this with a similar review next scheduled for 2029.

More information can be found in the reports available here:

- [Independent review of sexual harm prevention and response at Monash Residential Services: Summary Report](#)
- [Independent review of sexual harm prevention and response at Mannix College: Summary Report](#)

*These do not indicate the proportions of sexual assault or harassment that occurred on-site at MRS and Mannix. Survey questions asked about experiences, and exposure to matters as a bystander or having received a disclosure, of sexual assault in many spaces: at the residential hall, at an affiliated residence, at an MRS/Mannix-affiliated event or at a non-residence event with other residents.

Prevention

Role of Equity, Diversity and Inclusion

Situated within the [Equity, Diversity and Inclusion](#) team within the University’s Education Portfolio, the team’s intersectional prevention practice is informed by various local, national and international commitments, efforts and frameworks around inclusion and prevention. The team delivers a range of focused prevention initiatives at Monash University Australia, and also works to implement prevention initiatives across the Monash Group by working with a range of staff across international campuses and delivery locations. This involves working in close partnership with the Sexual Abuse and Sexual Harassment Taskforce at Monash Indonesia and the Student Advisory and Support team at Monash Malaysia for effective localised implementation of prevention across the Monash Group.

A range of organisation, Victorian, national and international regulations and frameworks guide prevention work at Monash:

INTERNATIONAL	NATIONAL
<ul style="list-style-type: none"> • United Nations Declaration on the Elimination of Violence against Women (1993) • United Nations Agenda 2030 • Sustainable Development Goal 5: Achieve gender equality and empower all women and girls • Sustainable Development Goal 10: Reduced Inequalities 	<ul style="list-style-type: none"> • National Plan to End Violence against Women and their Children (2022-2032) • Change The Course: National Report on Sexual Assault and Sexual Harassment at Australian Universities (2017) • Respect@Work: Sexual Harassment National Inquiry Report (2020) • National Student Safety Survey (2021) • Sex Discrimination Act (1984) • Action Plan Addressing Gender-based Violence in Higher Education (2024)
VICTORIAN	ORGANISATIONAL
<ul style="list-style-type: none"> • Family Violence Protection Act Vic (2008) • Royal Commission into Family Violence (2016) • Equal Opportunity Act Vic (2010) • Gender Equality Act 2020 (Vic) 	<ul style="list-style-type: none"> • Impact 2030 • Environmental, Social and Governance Statement (2021-2025) • Equity Diversity and Inclusion Framework (2022-2030) • Gender Equality Action Plan (2022-2025) • Strategic Commitment to Gender-based Violence and Sexual Harm Prevention and Response (2024-3020) • Gender-based Violence and Sexual Harm Prevention and Response Action Plan (2024-2025)

All of the prevention initiatives are underpinned by the following principles:

- **Intersectional:** an intersectional lens is applied to projects and initiatives, in order to recognise and address how different systems of oppression intersect to compound people’s experiences of discrimination, harassment and violence. The work is comprehensively informed through the University’s intersectional [Equity, Diversity and Inclusion Framework 2022 - 2030](#).
- **Peer-led:** students are engaged in all levels of program design and development. The Equity, Diversity and Inclusion team engages students through various means, including surveys, focus groups and casual employment. Projects delivered in partnership with students help build a sense of connection, community and responsibility.

- **Comprehensive prevention:** addressing and preventing sexual harm and gender-based violence is incredibly complex and requires comprehensive, multi-layered prevention. The Equity, Diversity and Inclusion team focuses efforts in primary prevention, but also supports secondary and tertiary prevention; and works across all levels of the socioecological model.

Throughout 2024, the team's prevention work was directed by the [Strategic Commitment to Gender-based Violence and Sexual Harm Prevention and Response](#), and the supporting [Action Plan](#), which comprises 33 action items focused on the following domains:

- Leadership;
- Culture;
- Teaching and learning;
- Respect and impact;
- Student life; and
- Staff experience and engagement.

Programs target all three levels of prevention, in accordance with the Health Promotion theory. This includes primary prevention that seeks to stop violence from occurring by addressing the underlying drivers, secondary prevention that targets people who are at risk of experiencing or using violence in order to stop it from happening, and tertiary prevention which supports the health and wellbeing of victim-survivors after an incident has occurred.

Training Highlights

The Equity, Diversity and Inclusion team delivers a wide variety of in-person and online training to support the education of the Monash community across our campuses in the prevention of sexual and gender-based violence, as well as other forms of harassment, discrimination and violence.

The 2024 training highlights, specifically focused on the prevention of sexual harm and gender-based violence, are:

Program	2023 Completions	2024 Completions	2024 Evaluation & Metrics
<p>Respect at Monash (coursework) module at all campuses</p> <p>Compulsory online module helping all students understand what it means to be a respectful member of the Monash community and how to promote an inclusive and diverse culture on-campus.</p>	31,383	32,162	<p>As a result of completing the training:</p> <p>95% of students (74% pre-survey) agree or strongly agree that they know which support services are available to them as a student at Monash.</p> <p>94% of students (87% pre-survey) agree or strongly agree that they know what steps they can take to safely engage in online relationships.</p> <p>94% of students (84% pre-survey) agree or strongly agree that they feel confident intervening as an active bystander when they have observed harmful behaviour.</p> <p>96% of students (89% pre-survey) agree or strongly agree that they understand how Monash fosters a safe and respectful community.</p>
<p>EGBVT (Eliminating Gender Based Violence Together) at Monash University Australia</p> <p>Peer-led, interactive training session aimed at student leaders seeking to support respectful relationships and gender equality in our community.</p>	791	667	<p>As a result of completing the training:</p> <p>98% of students had knowledge on how to prevent gender-based violence (51% pre-survey).</p> <p>98% of students understand how to be an active bystander in preventing gender-based violence (59% pre-survey).</p> <p>98% of students know the support services available at Monash (71% pre-survey).</p>

Sexpectations at Monash University Australia	2,575	1,335	As a result of completing the training:
Compulsory online module for all commencing residential students at Monash Residential Services (Clayton and Peninsula campuses) and Mannix College focused on teaching affirmative consent, safer sex and principles of respectful relationships.			100% of students agreed or strongly agreed that they had a better understanding of the values of healthy and unhealthy relationships. 99% of students agreed or strongly agreed that they had a better understanding of support services at Monash University.

Additional training completion numbers in 2024 include:

- 1,228 staff and students completed the online **Responding to Disclosures of Sexual Harm module** (1,082 staff and students completed in 2023).
- 2,953 staff completed the **Respect at Monash: for staff** online module (4,011 staff completed in 2023).
- 1,489 higher degree research (HDR) students completed the **Respect at Monash: for research students module**, with tailored content specific to their cohort (1,092 HDR students completed in 2023).

Other training highlights in 2024 include:

- Following a successful pilot in 2023, the **Dating in Australia** program continued in 2024 with 181 students completing the program. This in-person program focuses on international students at Monash University Australia and their unique needs to understand contextual norms of dating in Australia, accessing sexual health services, recognising behavioural and sexual misconduct and the relevant reporting options and support services. The program evaluation continues to show promising results with participants' responses demonstrating an increase in knowledge about where to seek support for sexual health, increase in knowledge about reporting options for inappropriate behaviour and increased likelihood of accessing support services for both. Thirty to 48% of students rated their knowledge around sexual health, consent and where to get help as poor or average before the workshop (note: figures represent a combination of those who answered "poor" and those who answered "average" over two semesters, accordingly the figure 30% to 48% represents four data points). After the workshop 95%+ of students rated their knowledge around these topics as good or excellent, and 75% strongly agreed they were now more likely to seek help for these topics.
- Undertaking numerous consultations with local government, healthcare providers and other tertiary education providers within Australia to provide advice on establishing prevention strategies that promote healthier, more diverse masculinities. This follows the EDI team's sector-first interactive workshop series **The Masculinities Project**.
- The continuation of **Flip the Script** at Monash University Australia, a peer-led, interactive workshop series empowering young self-identified women students to trust their judgement and overcome social pressures to be nice when their sexual integrity is threatened. It is the only higher education program in existence which has been [evaluated in a clinical trial](#) to show a reduction in sexual harms. The program was delivered at the Clayton campus in 2024 with 49 students completing the program. Monash is participating in an evaluation of the Flip the Script program in partnership with La Trobe University and the Australian National University to assess the feasibility of implementing the program into the Australian University context (including recruitment, retention, fidelity).

- The continuation of the **Respectful Behaviour and Care Program** at Monash University Australia, a personalised, short-term behavioural change program to refer students to work on behavioural concerns, particularly sexual harm, that impacts themselves, others and the community. The Respectful Behaviour and Care Program is a psychoeducational and psychosocial support program that creates a safe and supportive environment for individuals to discuss their stressors, triggers and causes of the behaviour, and assists them in developing strategies to prevent future incidents from happening. The program takes place in a confidential one-on-one setting with an independent registered counsellor, offering 6-8 funded sessions. SCU referred 5 students to the Respectful Behaviour and Care Program in 2024; all students identified as men, and four were international students. Three of the referrals related to Sexual Harm, the other two related to other problem behaviour. All students completed their sessions, covering topics including respectful relationships, consent and personal boundaries. After the conclusion of the program, students are provided with referrals based on their ongoing support and care needs.
- Training programs reviewed and updated in 2024:
 - **Responding to Disclosures of Sexual Harm online module** was adjusted into three tailored versions created for Monash University Australia, Monash University Malaysia, and Monash University Indonesia.
 - **LGBTIQA+ Ally Staff and Student workshop** content was changed from two separate student and staff sessions to a consolidated staff and student workshop, with improved case studies and scenarios.
 - **Queer 101 online module** was reviewed and updated alongside a comprehensive accessibility review.
 - **Dating in Australia workshop** has content related to respectful relationships and consent updated to include practical examples, alongside a dedicated section on sexual harm (including definitions, and seeking help and support).
 - **Sexpectations online module** was supplemented with the addition of an in-person workshop for new residents living at MRS.
 - **Call it out: actively changing campus culture online module** was reviewed based on participant feedback around sentence structures and updated with the Equity, Diversity and Inclusion Framework.
 - **DrinkSmart online module** for residents at MRS was updated with revised terminology and definitions, as well as seeing a Mannix College resident version created.
- Work commenced on the collaborative build of three new online training modules, to be finalised and introduced in 2025: Respect at Monash for Staff Online Module, Equity, Diversity and Anti-Discrimination Online Module, and Revisiting Respect Basics Online Module.

Engagement Highlights

In addition to training programs and modules, the Equity, Diversity and Inclusion team engages students and staff across Monash and the wider community in prevention through a series of activations and campaigns. The 2024 highlights include:

Activity	Key Metrics
<p>Respect at Monash Week</p> <p>Monash's annual week of activities, held concurrently across our Australian and Malaysian campuses, to educate the student and staff community on the prevention of gender-based violence.</p> <p>In 2024 the theme of the week at Monash University was <i>Embracing Boundaries: Building respectful relationships</i>, which focused on inviting reflection on physical, emotional and digital boundaries as a way of building respectful relationships.</p>	<p>451 participants (115% increase from 2023) were engaged in a pop-up activity that explored building boundaries. The pop-up covered all of the Australian campuses with activation occurring for 5 hours at each campus on designated activation day.</p> <p>74% of participants who completed the feedback form agreed that they would implement some changes in their day-to-day life in response to what was discussed at the stall about embracing boundaries in relationships.</p> <p>902 visits to the Respect at Monash Week Australia website (note: Monash University in Malaysia created their own site in alignment with Monash University in Australia).</p> <p>The Respect at Monash Week feature in the Monash student newsletter received 177 unique link clicks.</p> <p>12,500+ reached across student Instagram and Facebook campaigns, 265 users actively engaged with the campaign (liked, clicked, watched, shared).</p>

Other engagement highlights include:

- Equity, Diversity and Inclusion hosts a comprehensive **orientation engagement** campaign for semester one, semester two and the November intake across Australian campuses. In 2024, more than 3124 students (15.7% increase from 2023) engaged in a conversation with a peer about respect and safety on-campus as part of this initiative.
- The Monash Indonesia campus held its **inaugural [Equity, Diversity and Inclusion week](#)** activities in September, co-organised by Monash Indonesia's Engagement Committee; Education Technology and Academic Services; and Herb Feith Indonesian Engagement Centre. This year, participants from Monash Australia campuses engaged in a variety of online sessions.
- The **Monash bSafe app**, which provides comprehensive safety, support and respect information for students and staff, was downloaded more than 560 times across 2024, with 873 active users.
- **Respect at Uni Week:** held in the week commencing 18 March 2024, Monash and nine universities were involved across Victoria including Australian Catholic University, Deakin University, Federation University, La Trobe University, RMIT, Swinburne University, University of Melbourne and Victoria University. The event was Monash's seventh iteration of such a week, and over 37 large- and small-scale events and activities were held across the sector over the campaign week. Each university individually measured the impact of the campaign, and a sector-wide

evaluation question was included by six universities - this revealed that 83% of students strongly agreed or agreed that attending this event/activity increased their awareness of support services and reporting pathways for sexual harm.

- **Inclusion and Prevention Newsletter:** Approximately 1,982 students and staff opted in to receive updates about inclusion and prevention work at Monash University in 2024 (a 13.3% **net** increase in the number of subscribers from 2023).
- Monash continued to be actively involved in the **Victorian Tertiary Primary Prevention Network**, attending all six meetings for 2024 and hosting the Network's Professional Practice Forum in February 2024. The Professional Practice Forum included three knowledge building sessions (on building momentum in primary prevention, addressing barriers, and further advancing practitioner skills), a skill-building activity and a presentation from Universities Australia.
- Monash collaborated with Holmesglen TAFE to help them roll out **Respect at Holmesglen online modules** to students.

Response

Role of the Safer Community Unit

What is Sexual Harm?

[Safer Community Unit \(SCU\)](#) is the University’s central point of enquiry, support and response to all forms of concerning and threatening behaviour within the Monash University Australia community - including **sexual harm**.

SEXUAL HARM		
An umbrella term for any unwanted, non-consensual behaviour of a sexual nature.		
SEXUAL HARASSMENT	SEXUAL ASSAULT	OTHER SEXUAL HARMS
Sexual harassment is any unwelcome conduct of a sexual nature that might intimidate, insult or humiliate. It could be physical, spoken or written; and is different from an interaction that’s consensual, welcome or reciprocated. A single incident can amount to sexual harassment.	Sexual assault is any contact of a sexual nature made without the other person’s consent. It includes threatening, intending, or compelling another person to have such contact, and can involve anything from sexual touching through to rape.	Forms of unlawful and/or unwanted behaviour that is of a sexual nature (such as sexual exposure, and certain forms of stalking).

Global approach

While SCU is a dedicated service physically located within Australia, SCU supports all members of the University community, including students, staff and others, who may be seeking advice, support or to report sexual harm, including connecting them in with internal or external services.

SCU services are available and directly accessible to students, staff and other members of the Monash community:

- at all Australian campuses (Clayton, Caulfield, Peninsula, Parkville); and
- who are enrolled or based at another Australian coordinating campus or teaching location (including Monash Online, Law Chambers, Monash School of Rural Health Gippsland); and
- who are travelling overseas as part of a University activity (including study abroad and extracurricular travel programs), including to alliance sites and to Monash teaching locations such as the Monash Prato Centre; and
- from early 2024, to students and staff at Monash College.

For the University’s two major campuses outside Australia, sexual harm disclosures and reports are managed by dedicated local business units, applying a response approach that aligns with SCU response principles set out below, and with SCU providing those units with relevant advice, support and resources as necessary. The local business units are:

- Monash University Malaysia: [Student Advisory and Support](#)
- Monash University Indonesia: [Sexual Abuse and Sexual Harassment Taskforce](#)

For Monash students and staff at the University’s two partnership sites (Monash Suzhou, including the Southeast University-Monash University Joint Graduate School in Suzhou, China, and at the Indian Institute of Technology Bombay

(IITB)-Monash Research Academy in Mumbai, India), support is available from senior local staff and/or from the local partner institution as applicable, with SCU providing any necessary coordination, advice and support.

Response principles

When SCU receives a disclosure or report of a sexual harm directly from a victim-survivor, it takes the following approach:

- **Safety:** all relevant safety measures are discussed, and implemented at the victim-survivor's request.
- **Support:** the victim-survivor is connected with all appropriate support services, including their closest Centre Against Sexual Assault.
- **Information and advice:** the victim-survivor is provided with all the information they need about their formal reporting options and processes (including internal and external to Monash) to help.
- **Formal reporting:** SCU provides coordinated assistance in making a formal report if the victim-survivor wishes, including respecting and supporting any decision of the victim-survivor not to formally report (externally to police, or internally to the University).

Formal reports and disciplinary processes

Where a victim-survivor makes a formal report for disciplinary action which is within the University's scope to take action, SCU will formally work with Student Conduct and Complaints (for matters where the respondent is a student) and Respectful and Ethical Conduct in Monash HR (for matters where the respondent is a staff member) to investigate and determine an outcome as outlined within the [Sexual Harm Response Procedure](#).

Australia: History of data sharing

Since 2017, Monash University has publicly shared key data regarding disclosures and reports of sexual harm experienced by students at Australian campuses and teaching locations. This occurred in order to directly support AHRC [Change the Course report](#) Recommendation 6, with [data](#) released at 12-month intervals, with the preceding year's data updated at the end of February of each year. The publication of this data has formed part of the University's commitment to accountability and transparency across all initiatives related to sexual harm prevention and response.

This data continues to be shared annually on our website. However, following a careful review across 2021 of the sector's sharing of data regarding disclosures and reports, the University has made a decision to share further data via this annual report in order to further support transparency and accountability. The previous two annual reports are available online - [2022 Sexual Harm Annual Report](#) and [2023 Sexual Harm Annual Report](#).

Australia: Sexual Harm Disclosures and Reports

Overview

There was a decrease in the number of sexual harms disclosed or reported to SCU in 2024. Notably disclosures and reports within a Monash context dropped from 46 in 2023 to 40 in 2024, with sexual assault disclosures and reports dropping from 47 in 2023 to 31 in 2024. This is a point of concern for the University. While on face value a decrease in disclosures and reports could be construed positively as an indication of decreasing incidents, based on incident data at other universities and across society more widely, we would expect the number to increase or remain steady at this point in time.

	Total of 102 sexual harm disclosures/reports/notifications		Total of 84 sexual harm disclosures/reports/notifications	
	2023		2024	
	Sexual assault	Sexual harassment	Sexual assault	Sexual harassment
Total	47	55	31	53
Reports or notifications by third party	17	16	10	22
Disclosures and reports that occurred off-campus and not related to Monash	14	9	10	2
Disclosures and reports that occurred on-campus	9	25	8	22
Disclosures and reports that occurred at an off-campus Monash activity	7	5	3	7

The decrease in reports from 2023 to 2024 follows extensive work across Monash to prevent sexual harm, particularly in high risk areas including the residential living and extra-curricular travel space (e.g. student-led camps). In 2023, SCU received 7 disclosures or reports of sexual harms that occurred in the same year at student-led camps. In contrast, in 2024 SCU received only 1 report of sexual assault at a student-led camp which was historical (from 2018). This followed a program of awareness raising with students about sexual harm at student camps. It is possible, given the extensive redesign of the pre-departure module and briefings for students attending off-campus events, that incidents may have reduced. Alternatively, given the significant work undertaken to equip student leaders with skills to respond and support following a disclosure or witnessing an incident, it could be that victim-survivors are choosing not to report as they may be satisfied with the response and support received, and do not feel they need to engage directly with SCU, or may be accessing external reporting and support pathways.

It is also important to note that while SCU's sexual harm reports have fluctuated since 2018, overall sexual harm disclosures and reports remain on an upwards trend. The University will continue to further interrogate this into the future as part of ongoing monitoring and evaluation, and our extensive prevention work including the promotion of SCU targeting higher risk areas.

Incidents not connected to Monash University

SCU provides expert help, advice and support to students and staff who may be affected by an incident of sexual harm, no matter where and when it occurred. This includes disclosures and reports about incidents that have occurred **outside the University's formal jurisdiction, without any connection to the University**. In these cases, all available support options are provided to the victim-survivor, including risk management advice and assistance with implementing safety measures.

In 2024, SCU assisted victim-survivors with **12 off-campus incidents of sexual harm not connected to the University**. Figure 1 breaks this down by sexual assault and sexual harassment.

This data is included to illustrate the scope of the assistance SCU provides to all members of the University community who have experienced sexual harm, which can include support and advice that is extensive and/or protracted.

Figure. 1

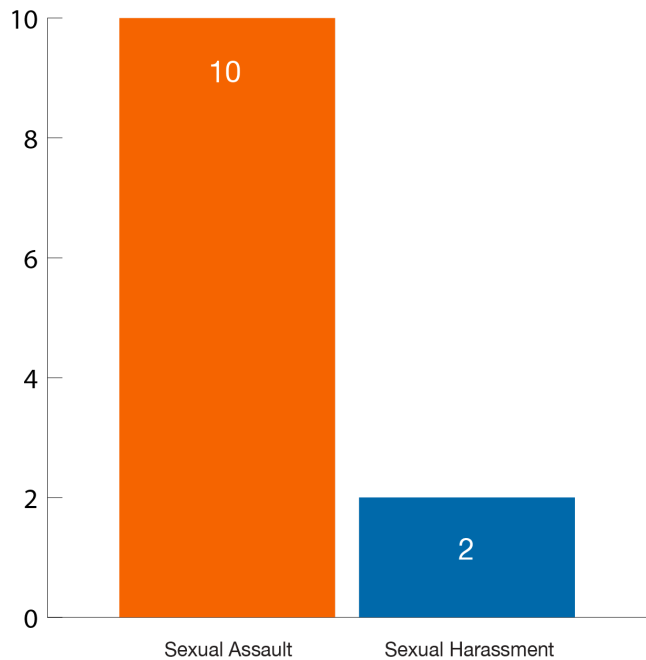
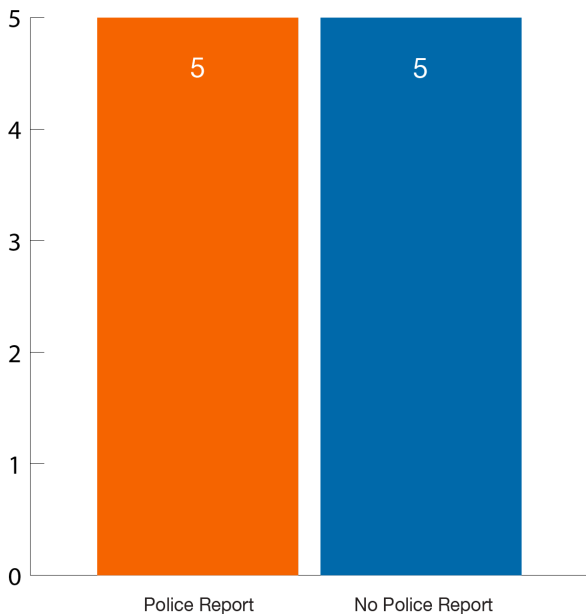


Figure. 2



Sexual assault: police report

A person who has experienced sexual assault can choose to report the matter to police for the purposes of a criminal investigation and action. SCU can assist victim-survivors to engage with police if that is what they wish to do.

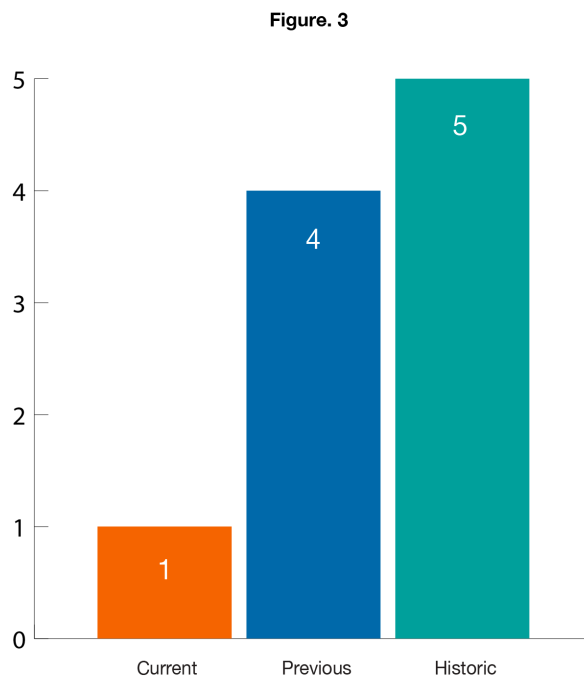
Figure 2 illustrates how many of the **5 off-campus incidents of sexual assault not connected to the University** resulted in a police report* being made by the victim-survivor.

*This figure represents where victim-survivors informed SCU, or were supported by SCU, to report to the police. It is possible that further reports to police were made by victim-survivors which SCU and the University were not made aware of.

Sexual assault: recency

Students, staff and others can disclose or report a sexual assault to SCU at any time - hours, days, weeks, months or years following an incident. While there is no time limit to making a formal report, it can be more difficult to investigate historic reports where evidence (like CCTV, or some witnesses) is no longer available due to the passage of time.

Figure 3 illustrates the **10 off-campus non-Monash incidents of sexual assault** by reporting timeframe. 'Current' denotes incidents which were disclosed or reported to the University within the same calendar year (i.e. the incident occurred in 2024, and was reported/disclosed to the University in 2024). 'Previous year' denotes incidents which occurred in 2023 and were disclosed or reported to the University in 2024. 'Historic' denotes incidents which occurred prior to 2023, and were disclosed or reported to the University in 2024.



Supporting third parties who receive disclosures

Sometimes, sexual harms are brought to SCU's attention by a **third party** - a student, staff member or other person who has received a disclosure (or is otherwise aware of a sexual harm) but was not directly impacted by it themselves. Often the person is making contact with SCU because they are seeking advice about how best to assist the victim-survivor who experienced the behaviour.

SCU provides the third party with a range of information to pass on to help the victim-survivor, and advises the third party to encourage the victim-survivor to directly engage with SCU and/or other support services.

Figure 4 illustrates the **32 third party reports** of sexual harm that SCU assisted with in 2024 by category - either sexual assault or sexual harassment.

Reports/disclosures within a Monash context

A report or disclosure within a Monash context includes incidents that are Monash-related, in that they occurred on-campus or at an off-campus Monash activity. Not all reports within a Monash context will be in 'jurisdiction' under the University's disciplinary procedures (see the [Sexual Harm Prevention and Response Policy](#) and associated student and staff conduct Procedures), as the respondent may not be a current staff member or student.

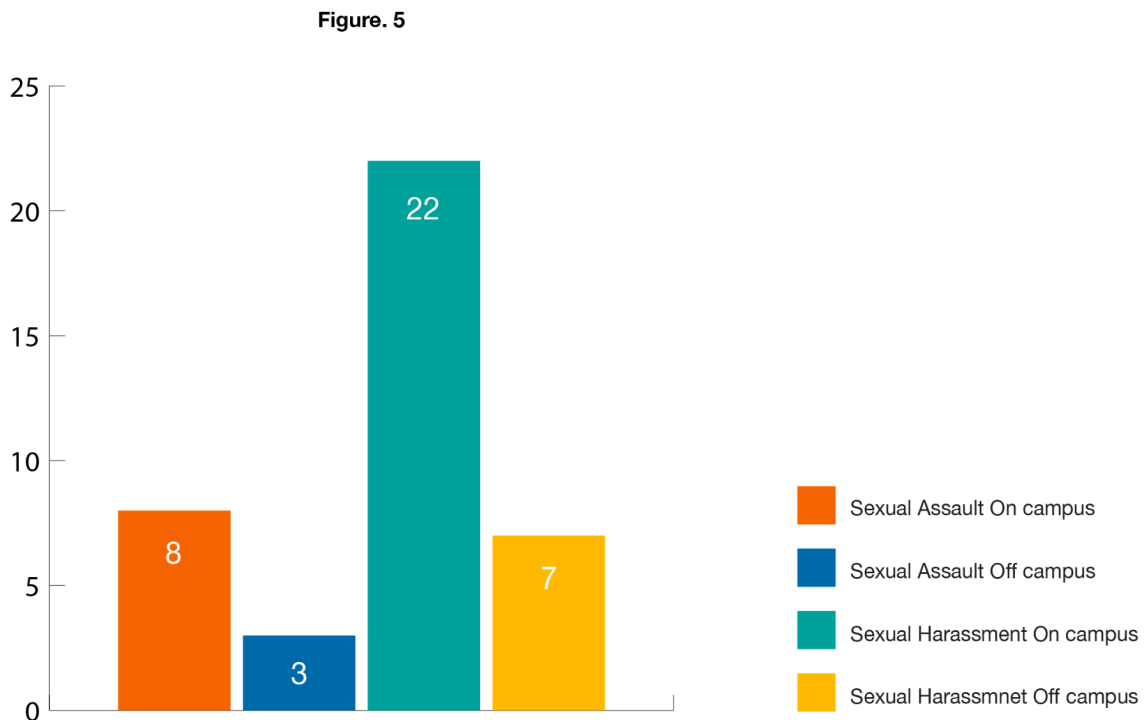
The University's disciplinary frameworks (student general misconduct and staff misconduct) are limited to where a respondent is a current student or staff member and the behaviour occurs:

- on-campus (which includes any University premises or precinct); or
- at an off-campus University activity (which can include an online activity); or
- for staff misconduct only - at any location where the conduct occurs in connection with a staff member's employment.

Where a matter happens in a Monash context but is not within jurisdiction (for example: where a respondent to a matter is not a current Monash student or staff member), the University has a range of alternative response options available to safeguard the victim-survivor and the broader Monash community, including access and attendance restrictions and directions at Monash campuses and locations.

Off-campus student behaviour that does not occur in a University precinct or at a University-related activity cannot be the subject of disciplinary proceedings by the University. However, SCU will always support victims-survivors to engage with any available external reporting avenues and support services. SCU can also provide risk management advice and implement risk management strategies in relation to students and staff, irrespective of where an incident has occurred.

Figure 5 breaks down the **40 sexual harm reports/disclosures to the University that were within a Monash context** in 2024 by category and location - either sexual assault or sexual harassment. For sexual harm matters that were within jurisdiction and disciplinary action proceeded - see *Figure 8*.



Sexual assault: police report

Figure 6 illustrates how many of the **sexual assault reports/disclosures to the University that were within jurisdiction** in 2024 resulted in a police report* being made by the victim-survivor.

Figure. 6

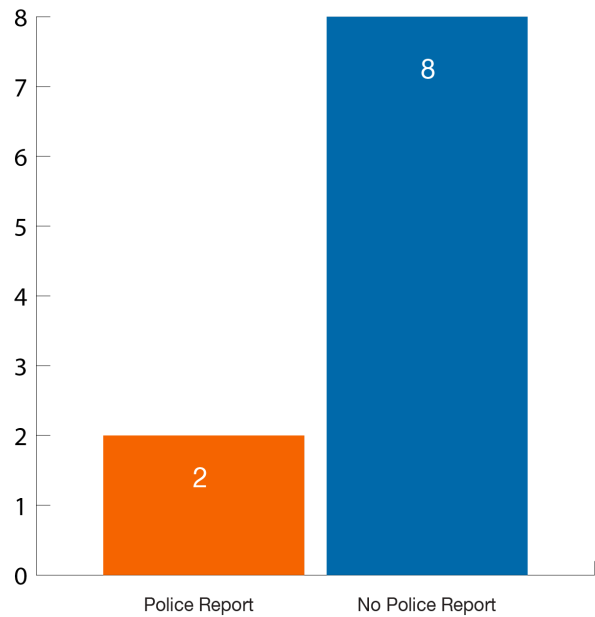
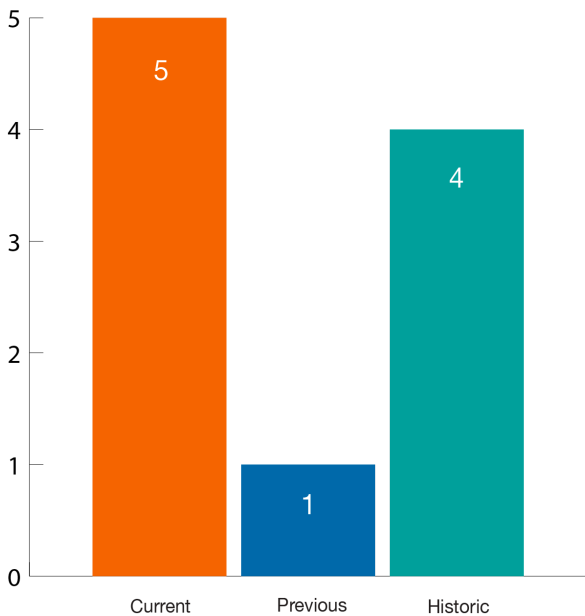


Figure. 7



Sexual assault: recency

Figure 7 illustrates the **10 sexual assault reports/disclosures to the University that were within a Monash context** in 2024 by reporting timeframe. 'Current' denotes incidents which were disclosed or reported to the University within the same calendar year (i.e. the incident occurred in 2024, and was reported/disclosed to the University in 2024). 'Previous year' denotes incidents which occurred in 2023 and were disclosed or reported to the University in 2024. 'Historic' denotes incidents which occurred prior to 2023, and were disclosed or reported to the University in 2024.

*This figure represents where victim-survivors informed SCU, or were supported by SCU, to report to the police. It is possible that further reports to police were made by victim-survivors which SCU and the University were not made aware of.

Sexual Harms: Formal reports for disciplinary action

Monash University respects and supports the decision of a victim-survivor to formally report an incident, including the decision not to report. There can be many reasons why a victim-survivor may not wish to proceed with a formal report for disciplinary action, even if the matter is within the University's jurisdiction.

The University is also committed to protecting the health and safety of its community, including fulfilling its obligations to take positive measures to prevent psychological harm in the workplace. To achieve this, there are some circumstances in which formal disciplinary action will be taken (against a **staff member** or student respondent) where the victim-survivor has chosen not to proceed with a formal complaint, or where the identity of the victim-survivor is not known. This may include when a victim-survivor has chosen to remain anonymous, or when a bystander or witness reports a sexual harm, and where there may be direct evidence of conduct occurring which is in breach of University policies or procedures. These matters are managed in a balanced way which respects the wishes of the victim-survivor, and protects the identity of anonymous reporters, whilst preventing further harm. Otherwise, formal disciplinary action will only take place if that is what the victim-survivor wants.

Figure. 8

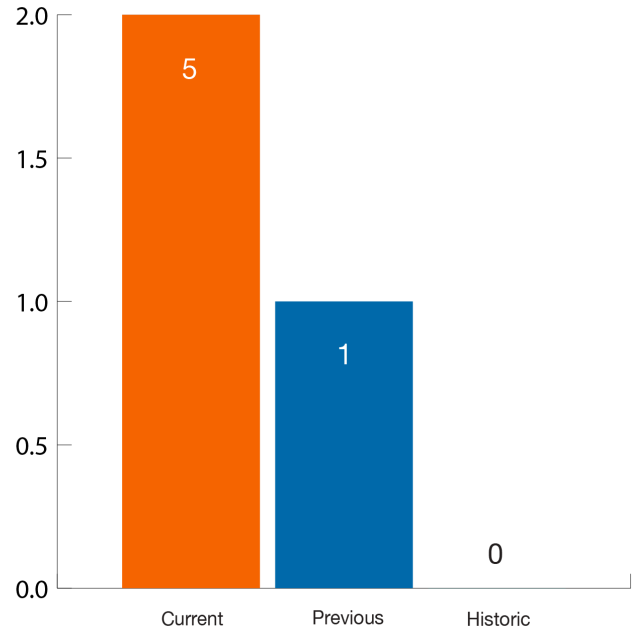


Figure 8 above illustrates the breakdown of **3* sexual assaults disclosed within Monash University's jurisdiction** and how they were formally managed in accordance with the victim-survivor's wishes.

Figure. 9

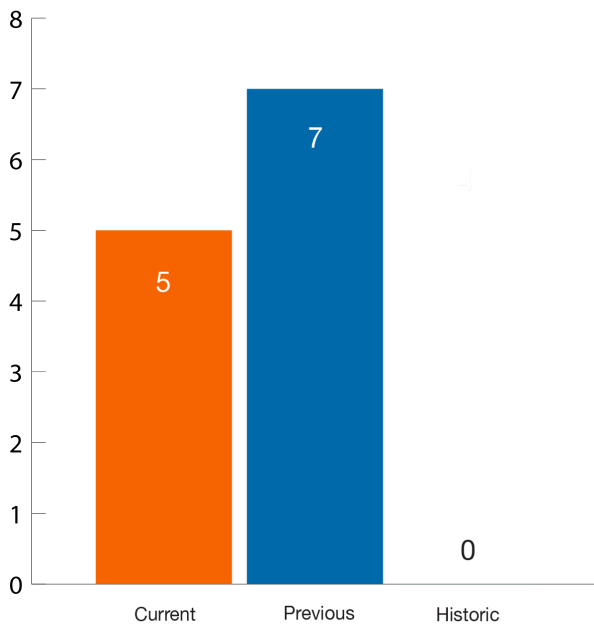


Figure 9 breaks down how the **12 sexual harassments within Monash University's jurisdiction** were formally managed in accordance with the victim-survivor's wishes.

*One sexual assault matter, formally reported to SCU for investigation in late 2024, and remained under investigation by 31 December 2024.

Co-occurring sexual harms

SCU is a central University contact point for a range of harmful and concerning behaviours, not just incidents of sexual harm and other forms of gender-based violence. On occasion, behaviours may be reported to the University that have undertones of, or that intersect with, sexual harm - including one off incidents, as well incidents that are part of broader patterns of abuse. In 2024, SCU started recording **co-occurring sexual harms** in matters that are not directly sexual harms, but where there is an identified sexual motive, intent or element to the incident(s). This allows for greater identification and reporting of sexual harms, beyond specifically sexual assault and sexual harassment.

Examples of incidents, and ongoing patterns of harm, which may involve a secondary sexual harms include:

- Drink spiking (where there is intent to sexually exploit)
- Technology-facilitated abuse (e.g. sextortion and image-based abuse)
- Exposure, voyeurism and up-skirting (e.g. exposing genitals, viewing or recording persons naked or engaged in intimate acts)
- Stalking (including by a current or former intimate partner, an acquaintance or a stranger)
- Family violence
- Inappropriate IT use or access.

A total of **35 co-occurring or adjacent sexual harms were disclosed / reported** to the University in 2024, the incidents were classified as:

- 11 family violence
- 7 technology-facilitated abuse
- 6 stalking or unwelcome contact
- 4 bullying and harassment
- 3 mental health concern
- 3 behaviour issue
- 1 threat against a person/s.

Monash College

Early in 2024, SCU expanded service delivery to Monash College, by jointly funding a full-time Investigation and Risk Assessment Specialist role co-located at Monash College's campus at 750 Collins Street, Melbourne. This approach centralises all reports of sexual harm to SCU, allowing Monash College to utilise the expertise and processes in place at SCU to support Monash College staff and students, whilst having SCU available onsite and tailoring service delivery to their unique needs and cohort. It also ensures consistency in how the College and University respond to sexual harm, and familiarises College students with the service provided by SCU prior to transitioning to enrolment at the University.

During 2024, SCU received **7 disclosures or reports of sexual harm** at Monash College, including 5 sexual harassment and 2 third-party disclosures (of which both were sexual harassment). All 7 disclosures and reports occurred in the **current year** and 1 was **reported to police**.

A total of 5 sexual harassments were **disclosed within Monash College's jurisdiction**, and **1 resulted in formal student disciplinary action**.

CARE Service

The 'CARE' (Coordination, Assessment, Referral, Evaluation) Service identifies, assesses, refers and provides guidance and support to students and staff whose identified needs require an ongoing, coordinated and comprehensive approach. Established in 2022, the key purpose of the CARE Service is to support students and staff in a trauma-informed and person-centred way that:

- minimises the potential impacts of formal disciplinary processes;
- helps them to understand the information, advice and options provided to them;
- holistically engages them with other support services offered by Monash University and external agencies and services; and
- helps them to navigate and make informed decisions about their options for advice and support.

During 2024, the CARE Service provided support in **16 sexual harm referrals** (15 students and 1 staff member), and **17 family violence referrals** (17 students).

- For sexual harm referrals, the CARE Service supported **11 complainants and 5 respondents**, of which **4 involved formal disciplinary proceedings**.
- For family violence referrals, the CARE Service supported **12 complainants and 5 respondents**, of which **1 involved formal disciplinary proceedings**.

Australia: Student Disciplinary Outcomes

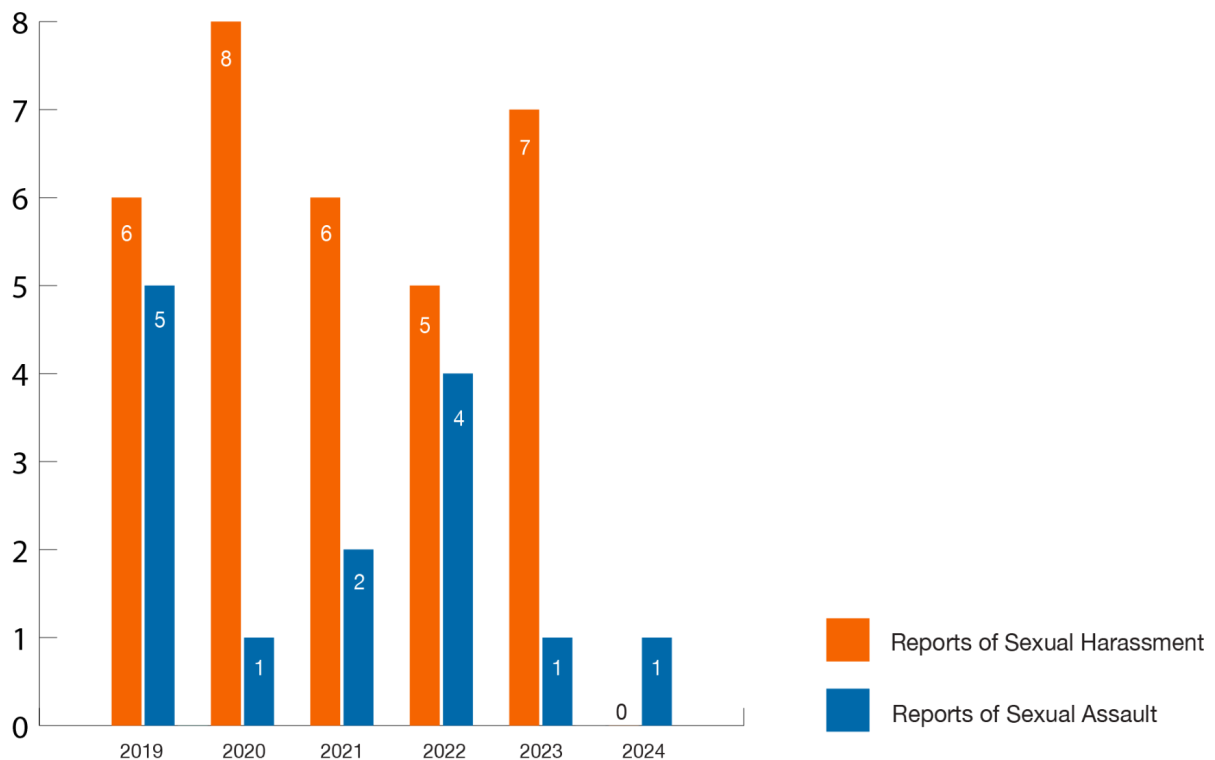
In 2024, Student Conduct and Complaints (SCC) received **1 formal report of sexual harm** that occurred at an Australian location. The respondent was a male international student. The report was referred to a Student Misconduct Panel, during which the respondent admitted the alleged conduct. The Panel imposed penalties that included a 6-month suspension from the University, and a requirement to undertake an educative behavioural change program.

SCC may only investigate reports of sexual harm that occur on Monash premises or during a university activity, and only where the student who is the subject of the report (**the respondent**) remains enrolled in a course of study. Although the University is unable to pursue student disciplinary proceedings where the respondent is no longer an enrolled student, those proceedings can be recommenced should the respondent re-enrol. In cases where a respondent ceases to be a Monash student prior to a report being determined, all relevant material is gathered and retained, and an alert is created so that the report can be reopened if the respondent enrolls at Monash in the future.

Additionally, SCC was notified of an alleged historic instance of sexual harm. Due to the nature of the notification, SCC undertook an own-motion investigation. However, in the absence of an account from a victim-survivor, the matters investigated could not be substantiated, and no further action was taken.

The one formal report of sexual harm in 2024 received by SCC is marked as a significant decrease over the preceding five years - see **Figure 10** - further reflections on this are noted on page 27.

Figure. 10



Australia: Staff Disciplinary Outcomes

In 2024, the Safer Community Unit and Monash HR received **five formal reports of sexual harassment** where the respondent was a staff member, including two formal reports against one staff member. There were no formal reports of sexual assault where the respondent was a staff member in 2024. The Safer Community Unit, with support from Monash HR, conducts preliminary inquiries into all formal reports of sexual harm by a staff member and, having regard to the wishes of the victim-survivor and the risk to the health and safety of the Monash community, recommendations are made about how the allegations will be managed. This may be through implementation of risk management strategies such as training or non-disciplinary counselling, or commencing formal disciplinary proceedings through Monash HR in accordance with the Enterprise Agreement. The University may impose one or more outcomes as a result of a reported sexual harm, as reflected in the following outline.

Of the **five formal reports related to four staff members**, four staff were subject to formal disciplinary proceedings. At the time of reporting:

- one report was substantiated and the casual staff member was advised they would not be offered further employment with the University;
- one respondent resigned before findings were able to be made;
- findings and disciplinary outcome are pending in relation to two remaining formal reports against one staff member.

Of the one remaining report which was not subject to formal disciplinary action, preliminary inquiries concluded with the following findings that the respondent was a casual staff member who was no longer employed with the University. On that basis, no direct action could be taken. Broad environmental measures were implemented in the local area to prevent recurrence.

Note: Where a respondent resigns at any stage following a report of a sexual harm, it can limit the processes and outcomes able to be achieved. The University continues to take any action available to make findings or to implement positive risk mitigation measures. The University does not negotiate resignations, or enter into non-disclosure agreements, with respondents in these matters.

Australia: Centres Against Sexual Assault

Centres Against Sexual Assault (CASAs) offer a range of free services including trauma informed counselling for victim-survivors of sexual and family violence, as well as other support. SECASA is the local CASA for the area to the south-east of Melbourne. Monash University has a commercial agreement with Monash Health to provide SECASA counsellors in the University Health Services at Clayton campus. They are available for both face-to-face and telehealth appointments three days per week. All students studying at Monash's Australian campuses have access to this service. The current agreement to provide these services to Monash continues through to 31 December 2025. In 2024, SECASA provided a Clayton Campus based specialist sexual assault counsellor three days a week. In 2024 the SECASA counsellor had the following student contact:

- **51 students**
- **175 appointments.**

In addition to providing clinical services to students within the University Health Services, the agreement with SECASA also provides for a senior SECASA staff member to attend the Respect at Monash Advisory Committee as a subject matter expert to provide advice and comments on the work of the Committee.

Malaysia: Sexual Harm Disclosures, Reports and Disciplinary Outcomes

Student Reports

At Monash Malaysia, sexual harm disclosures and reports are managed by [Student Advisory and Support](#) (SAS), which applies a response approach that aligns with SCU response principles (page 15).

Reports/disclosures outside jurisdiction

SAS provides help, advice and support to students who may be affected by an incident of sexual harm, no matter where and when it occurred. This includes disclosures and reports about incidents that have occurred outside the University's formal jurisdiction, without any connection to the University. In these cases, all available support options are provided to the victim-survivor, including risk management advice and assistance with implementing safety measures.

In 2024, SAS assisted victims-survivors with **1 off-campus incident of sexual harm not connected to the University**. Of these, **none** were sexual assault and **1** was sexual harassment.

Reports/disclosures within Monash jurisdiction

As above, the University's student general misconduct disciplinary framework is limited to behaviour that occurs:

- on-campus (which includes any University premises or precinct); or
- at an off-campus University activity (which can include an online activity).

SAS received **1 report of sexual harassment** that was managed by SCC under the University's disciplinary process. The matter was subsequently determined by a Student Misconduct Panel and the student received a number of penalties that included a deferred suspension of six months and a requirement to undertake an educative behavioural change program.

Staff Reports

Disclosures and reports of sexual harm where the respondent is a staff member are managed by Monash Malaysia HR.

In 2024, Monash Malaysia HR did not receive any formal reports of sexual harassment or assault.

Indonesia: Sexual Harm Reports and Disciplinary Outcomes

Disclosures and reports of sexual harm are managed by the [Monash Indonesia \(MI\) Sexual Abuse and Sexual Harassment Taskforce](#).

In 2024, the MI Sexual Abuse and Sexual Harassment Taskforce received **1 formal report of sexual harassment**, where the complainants and respondent were all students. The report involved three complainants. One complainant requested the matter be addressed through an informal response, which included a disciplinary interview with, and a no contact direction to, the respondent. For the additional two complainants, safety and support was facilitated as requested.

2024 Reflections and 2025 Priorities

Our reflections on 2024

In reflecting on 2024, the University's Executive Leadership and the Respect at Monash Advisory Committee note some key observations - successes, opportunities and shortcomings - which assist to inform our priorities for 2025:

- **Disclosures and formal reports are too low:** In 2024, compared to previous years, the number of disclosures and formal reports declined for the first year since Monash commenced public reporting of sexual harm incident data in 2017. While this could be a sign of the success of prevention programming in reducing numbers in key areas of our University, as noted on page 19, when we look at the disclosures and reports of other universities and organisations across the sector it is clear that our disclosures and reports are too low. The University will need to carefully re-examine why this is, including barriers to disclosing and reporting, and take further steps to further promote disclosure and reporting pathways to the community, and ensure accurate and robust mechanisms for collection, monitoring and evaluation of this data, in 2025.
- **Monash continues to be transparent and accountable:** Each year since reporting began in 2017, Monash has continued to expand the information shared publicly in relation to our prevention of, and response to, sexual harm and gender-based violence. We know that such transparency of process and action is critical in order to be accountable to our community.
- **Opportunities exist to expand prevention interventions to staff and higher degree research students:** In reflecting on the annual reports from recent years, it is clear that prevention initiatives (including training, resource development such as guidelines, events and other activities) remain heavily focused on undergraduate and graduate students. There is an opportunity for the University to further advance prevention programming for staff and higher degree students to ensure a whole-of-community approach to the prevention of, and response to, gender-based violence and sexual harm. This should be a clear focus and priority for Monash in implementing the actions of the Prevention and Response Action Plan in 2025, and developing a new Action Plan for 2026-2028.
- **Monash is committed to leading the sector in prevention and response:** We still have much more to do, and remain committed to the ongoing advancement and enhancement of our work in the prevention of, and response to, gender-based violence and sexual harm. Monash is also committed to leading and driving forward this work across the sector through collaboration and sharing of our expertise and knowledge. It is our responsibility to ensure the continued uplift of our own practice in prevention and response and to contribute to that of the sector at large.
- **Progress made, but more to advance, in prevention and response across the Monash Group:** Across 2024, significant attention was placed by the University on mapping prevention and response interventions comprehensively across the Monash Group and seeking to expand and align interventions. This included further expansion of key governance structures, for transparency and accountability across all campuses and teaching locations. It is critical that this continues to be an ongoing priority as there remains gaps and inequity in distribution of educational offerings and initiatives across the Monash Group.

Our priorities for 2025

1. **Focus on the disclosure and formal reporting rate across Monash Group:** Monash will focus efforts on the disclosure and formal reporting rates. We will undertake new and innovative communications efforts to encourage students, staff and third parties to make disclosures and reports to SCU and localised campus services. We will take steps to further understand the barriers to disclosing and reporting, while also reviewing systems and processes for capturing this data across the University. Furthermore, SCU and CARE Service will introduce a survey for students and staff who engage with the service to better understand ways in which the support offered can be enhanced.
2. **Expand training and engagement across the Monash Group:** Efforts will be focused on further understanding gaps in educational offerings, including training, events and initiatives, on the prevention of gender-based violence

and sexual harm across the Monash Group; and working to expand engagement beyond Australia for equity in educational provisions. This will include: mapping current training across Monash Group locations, to identify where gaps and inequity in localised offerings are; expanding where possible the access to training for staff and students across the Monash Group; and in recognition that the majority of training offerings continue to be student-focused, expanding the provision of training modules and workshops to staff across the Monash Group.

- 3. Fulfill actions as outlined within the Prevention and Response Action Plan 2024-2025 and all recommendations from the MRS and Mannix Independent Review:** Monash will continue across 2025 to implement all actions as outlined within the Prevention and Response Action Plan 2024-2025, and will ensure development of a comprehensive Action Plan for 2026-2028. In addition, across 2025 MRS, Mannix, EDI team and SCU will ensure all recommendations from the Independent Review are implemented. Priority will be given to actions which advance prevention for staff and higher-degree research students.
- 4. Host the Victorian Higher Education Summit on Gender-based Violence Prevention and Response:** In February 2025, following on from a successful Victorian Sector Roundtable in December 2023, Monash will again host the higher education sector for a two-day summit. This free event will enable the University to share knowledge and expertise with the sector, while also bringing together students, University leadership, prevention and response practitioners from within the sector and external, community organisations and government officials to further advance prevention and response holistically.
- 5. Continue to support the implementation of the Federal Government Action Plan Addressing Gender-based Violence in Higher Education and the roll out of the National Student Safety Survey 2025 by Universities Australia:** Monash University is proud to have contributed across 2023 and 2024 to the development of the: Action Plan Addressing Gender-based Violence in Higher Education; the National Student Ombudsman legislation; the National Code Expert Reference Group; and the Universities Australia third National Student Safety Survey (through the Vice-Chancellor Steering Committee and the Technical Working Group). In 2025, Monash will continue to dedicate our expertise and resources to support the Government and the sector to implement the Action Plan, and to Universities Australia in the design and delivery of the third national student safety survey.

For further information

Contact information

For further information about prevention and response initiatives across the Monash Group in 2024, please contact:

Location	Prevention	Response
Monash Group	Fiona Marshall Director, Equity Diversity and Inclusion, Deputy Vice-Chancellor (Education) fiona.marshall@monash.edu	
Monash University Australia	Fiona Marshall Director, Equity Diversity and Inclusion, Deputy Vice-Chancellor (Education) fiona.marshall@monash.edu	Dr Elli Darwinkel Director, Safety & Support Services, Safer Community Unit & CARE Service elli.darwinkel@monash.edu
Monash University Malaysia	Serena Chow Senior Manager, Student Support and Development, Student Life Serena.Chow@monash.edu	
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