

Gender-based Violence Prevention and Response Action Plan and Outcomes Framework 2026-2030

Acknowledgements

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.

Aboriginal and Torres Strait Islander Peoples are disproportionately impacted by gender-based violence and sexual harm in the Australian context. Monash is committed to supporting Indigenous victim-survivors of gender-based violence and sexual harm, and seeking to prevent these occurrences through considered and co-designed initiatives and actions.

Monash also acknowledges the strength and resilience of all victim-survivors of gender-based violence and sexual harm, including those within our community. Monash is committed to supporting all victim-survivors of gender-based violence and sexual harm, and eliminating all forms of harassment, discrimination and violence in our university community.

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Background

[Impact 2030](#) underscores Monash's efforts to prevent discrimination, vilification, harassment, violence and any other unlawful behaviour. This is reaffirmed in the [Equity, Diversity and Inclusion Framework \(2022-2030\)](#) which sets the University's path to seek to achieve a community where systemic issues of inequality, disadvantage, intolerance, discrimination and violence, including gender-based violence and sexual harm, do not exist.

Alongside the University Strategic Commitment to Gender-based Violence and Sexual Harm Prevention and Response (2024-2030) ('Strategic Commitment'); this Gender-based Violence Prevention and Response Action Plan and Outcomes Framework (2026-2030) ('GBV PRAP') provides the framework for Monash's work preventing, and responding to, gender-based violence and sexual harm, and upholds the University's broader commitment to building and maintaining safer, respectful and more inclusive communities.



Context

Monash University

Monash University operates one of the largest and most diverse student environments in Australia, with more than 80,000 students. This includes over 30,000 international students from more than 170 countries, and a student accommodation community of over 3,000 from 70 different nationalities. Student accommodation spans Monash's Clayton and Peninsula campuses, as well as north-west Victoria and Gippsland for medicine, nursing and allied health students on placement. The Monash Group comprises the University, incorporated by a Victorian Act of Parliament, and all controlled entities. It spans campuses, teaching locations, research facilities and residences across Australia, Malaysia, Italy, China, India and Indonesia. Monash employs over 20,000 professional and academic staff across all locations, staffing ten faculties, expansive student experiences and world-leading research. More than half of the University's staff and student population are women and more than half of the student demographic are studying an undergraduate degree; a cohort learning about the world and themselves.

This scale and diversity creates a complex environment in which risks of gender-based violence may emerge, particularly within densely populated campuses and residences, culturally-underrecognised cohorts with varying barriers to seeking help, and academic structures that can amplify power imbalances. Therefore, the University's approach is a culturally-nuanced one, acknowledging the diversity of lived experiences within the Monash community and entrenching a commitment to prevent and respond to gender-based violence in all of the University's operations. A whole-of-organisation assessment, informed by an analysis of risks, enablers and barriers as well as formal disclosures, reports and data from past Gender-based Violence and Sexual Harm Prevention and Response Annual Reports.

More information about Monash's history of work in the prevention of, and response to, gender-based violence and sexual harm can be seen at Appendix 1.

The higher education sector in Australia

The release of the [National Action Plan Addressing Gender-based Violence in Higher Education \(2024\)](#) ('the National Action Plan') has been a significant milestone for the Australian higher education sector. It outlined seven actions, including the creation of a [National Student Ombudsman \(2024\)](#) to provide an independent, trauma-informed complaints mechanism, increased transparency through data collection and reporting, and strengthened oversight of student accommodation providers. The [National Higher Education Code to Prevent and Respond to Gender-based Violence \(2025\)](#) ('The National Code') provides a regulatory framework and sets clear standards and accountability mechanisms across the sector. Both the National Action Plan and the National Code require a move towards whole-of-organisation approaches that integrate governance, leadership, education, policies, and practice in order to foster safe and respectful learning communities.

Looking ahead, a third [National Student Safety Survey](#) in 2026 will provide updated data to guide policy and practice in the higher education sector. Combined with the broader reform landscape, there is a growing expectation that institutions will move beyond discrete and one-off initiatives aimed at compliance, and towards embedding prevention and response strategies and actions as core business. This moment represents both a challenge and an opportunity to align evidence, policy, and practice in ways that meaningfully reduce gender-based violence and create safer, more inclusive environments across education, workplaces, and communities.



Our Vision

A University free of violence where our whole community is safe, welcomed, respected and thriving.

Principles

Monash's work in gender-based violence and sexual harm prevention and response is guided by the following principles:

Whole-of-community

Recognise that all individuals, structures, and systems of Monash University have a role to play in preventing and responding to gender-based violence. Monash works to prevent gender-based violence across key pillars of the organisation, through primary prevention, secondary prevention and early intervention, and tertiary prevention and response.

At Monash, as Australia's largest¹ and arguably most international University, a whole-of-organisation approach means a Group-wide approach. This requires collaboration and interdependence to work with and across teams, departments, Faculties and Portfolios at campuses, teaching locations and entities around the world.

Intersectional

Acknowledge and work to address multiple structural inequalities caused by systems of discrimination which compound and transform the experience of gender-based violence and sexual harm for individuals.

Evidence-based

Design and implement initiatives based on best-practice and new and emerging evidence.

Collaborative and proactive

Engage directly with all levels of the Monash community, including victim-survivors, to co-design prevention and response practice. This includes taking proactive steps to prevent gender-based violence and sexual harm before it occurs through primary prevention.

Accountable and transparent

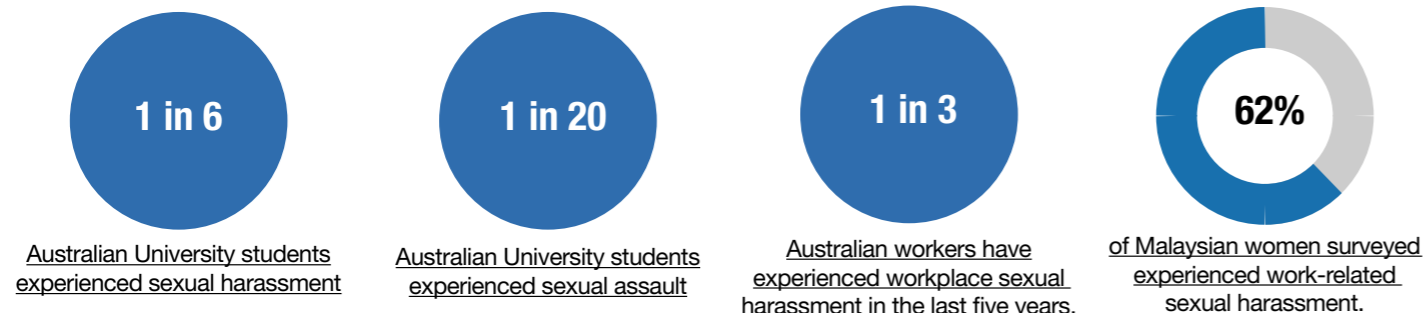
Collect appropriate data to understand the nature and prevalence of gender-based violence and sexual harm to measure the impact of prevention and response activity. Monash will publicly share

¹As per the [Times Higher Education World University Rankings](#).

The Evidence

Gender-based violence and sexual harm, including sexual harassment and assault, is a pervasive and deeply entrenched issue in all settings and contexts across the world.²

Universities



- Disclosures and reports of gender-based violence (sexual assault and sexual harassment) at Monash University have increased progressively since 2017, when the University began publicly sharing data on disclosures and reports.
- In 2025 the Safer Community Unit received a total of 197 disclosures or reports of gender-based violence incidents, of which 103 constituted sexual harm.³

Society at Large



A gendered analysis of the available data reveals that sexual harm is disproportionately perpetrated against women and people of marginalised genders, and that those most likely to perpetrate sexual harm are men. The evidence also shows that these gendered dynamics of violence are not limited to sexual harm.

- On average, one woman is killed every nine days by a current or former partner.
- Women are more likely than men to experience intimate partner violence, sexual or image-based abuse and coercive control facilitated by technology.
- 27 percent of women have experienced violence or emotional/economic abuse by a cohabiting partner, compared to 15 percent of men.
- Men are more likely to experience violence by a stranger, and women are more likely to experience violence by someone they know.
- Women are more likely to experience physical assault in a residential environment, compared to men, who are more likely to experience physical assault in a public space.
- Men are more commonly the perpetrators of physical violence, sexual harassment and sexual violence.

In addition, power imbalances related to gender inequality and other forms of discrimination and disadvantage drive disproportionate rates of gender-based violence and sexual harm towards people with disability, young people, Aboriginal and Torres Strait Islander Peoples and members of the LGBTIQ+ community.⁴

Gender-based violence and sexual harm not only have impacts on the individual victim-survivor's physical, sexual and mental health, but also have long term consequences for the community and society at large.

Although pervasive, sexual harm, and gender-based violence more generally, are preventable. Gender-based violence is a product of a power imbalance and is rooted in the structures, norms and attitudes in our societies, institutions, communities, and personal relationships; these are all social factors which can be changed.⁵

² This section outlining the evidence, draws on Australian primary prevention frameworks including: Our Watch 2021. 'Educating for Equality: A model to address gender-based violence at, and through, Australian universities'; Our Watch 2021. 'Change the story: A shared framework for the primary prevention of violence against women in Australia (2nd ed.)'; Carman et al 2020. 'Pride in Prevention: A guide to primary prevention of family violence experienced by LGBTIQ communities.'; Universities Australia 2023. 'Primary Prevention of sexual harm in the University Sector - Good Practice Guide'; and Monash University's Gender-based Violence and Sexual Harm reports.

³ Monash's data collection of GBV is evolving in response to the National Code. This figure includes disclosures and reports of sexual harm, family violence, co-occurring sexual harm and gender driven technology facilitated abuse, stalking and unwelcome contact, bullying, harassment and behaviour issues. Reporting and data collection in 2026 will align with 6.12 of the National Code.

⁴ See Our Watch's 'Preventing violence against different groups'.

⁵ See further evidence at Australian Human Rights Commission, [Statistics about gender equality](#).

The Evidence

There are three main levels at which action can be taken to address and prevent health issues, such as violence, in accordance with Health Promotion theory. These are primary, secondary and tertiary prevention.²

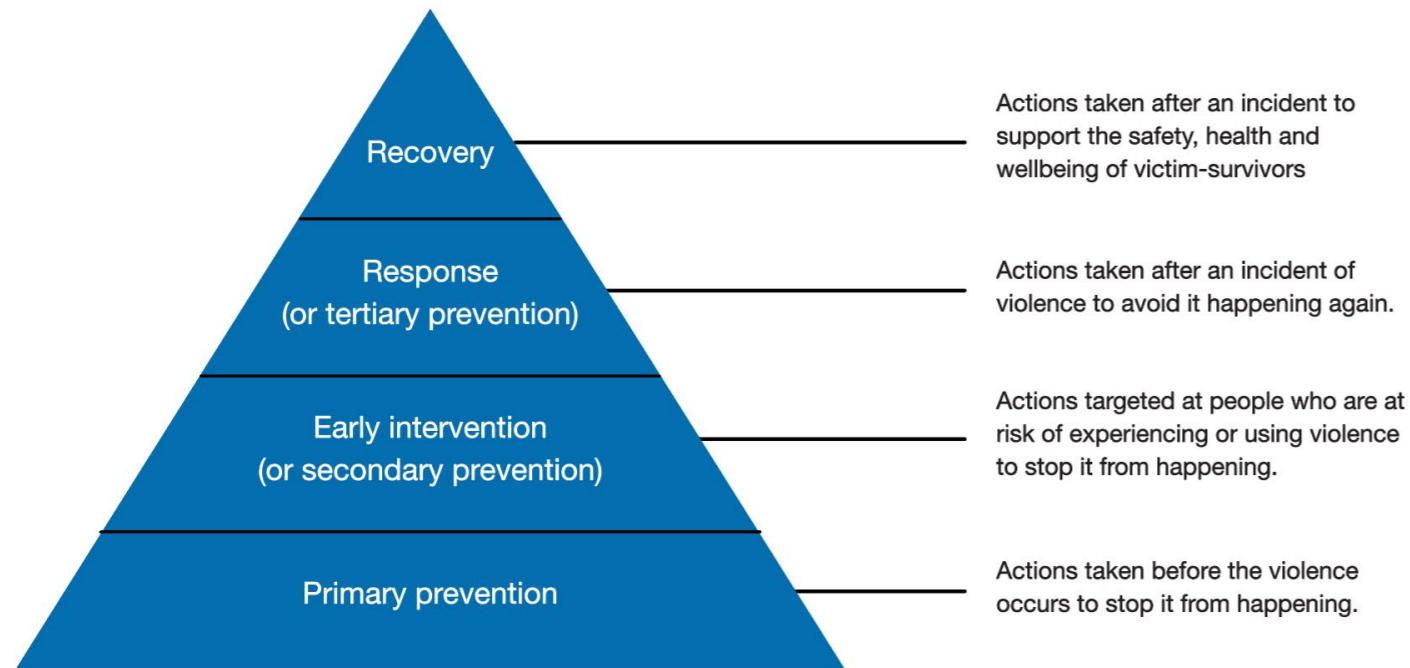


Figure 1. Adapted from Our Watch

Primary prevention seeks to stop gender-based violence from occurring by addressing the social factors, or gendered drivers, which cause it. This involves reshaping the societal conditions, power dynamics, norms, and behaviours that contribute to and normalise violence, as well as reforming the institutions and systems that enable and rationalise it.

Preventing violence thus requires reshaping the broader societal and cultural context by which views on violence are developed and shaped. Ultimately this involves every individual in the community reflecting on, and taking responsibility for, their behaviour and attitudes, as well as caring for others in the community.

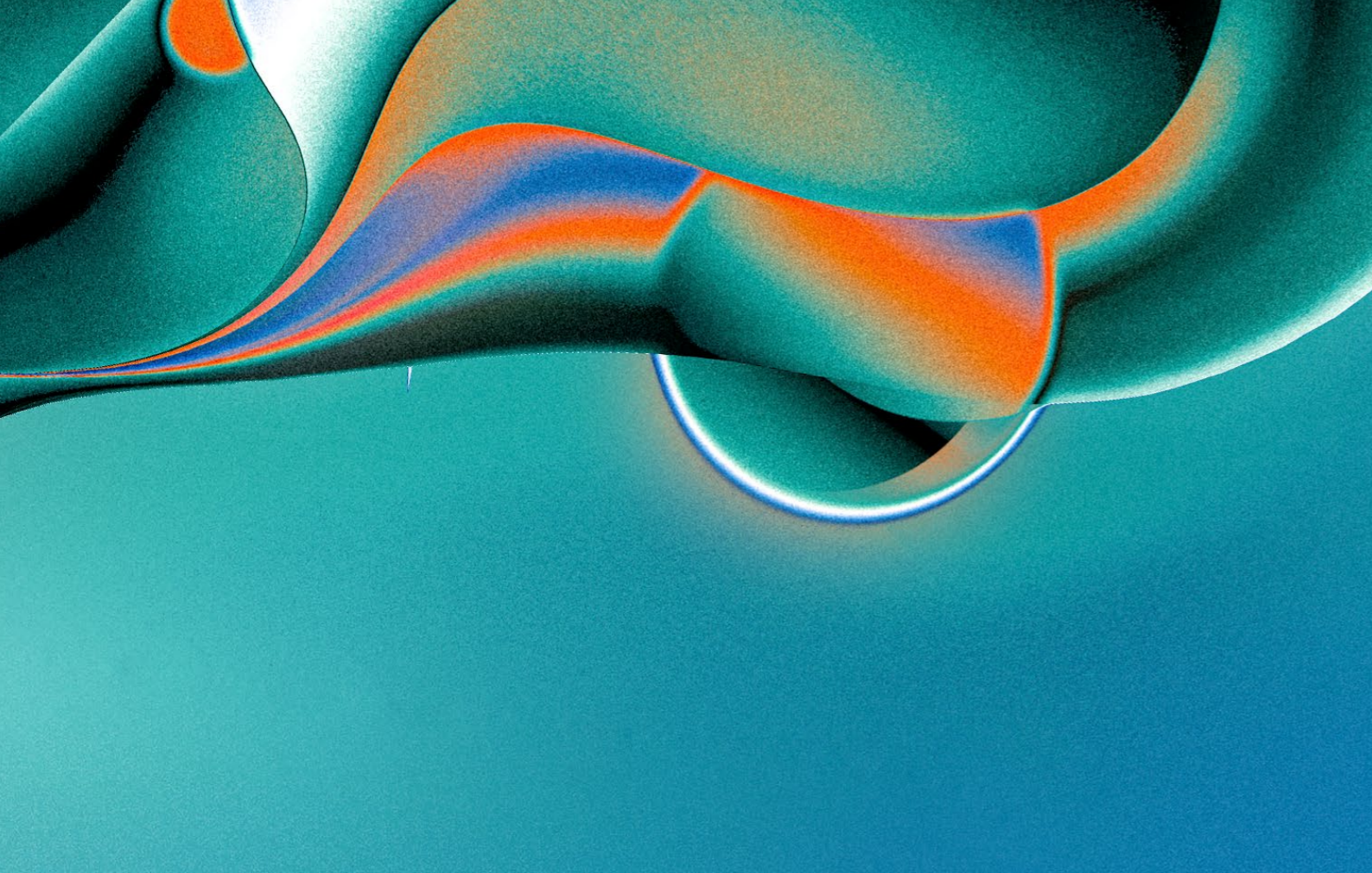
Essential actions to address the gendered drivers of violence:

- Challenge violence-condoning attitudes and behaviours.
- Promote gender equality in public life and personal relationships.
- Build new social norms that foster personal identities not constrained by rigid gender stereotypes.
- Support men and boys to develop healthier, more diverse masculinities and positive male peer relationships.

Essential actions to address the social context in which gender-based violence occurs:

- Promote and normalise gender equality and equal respect for LGBTIQ+ people.
- Address the intersections between gender inequality and other forms of systemic discrimination, and promote broader social justice.
- Build safer, fairer and more equitable organisations and institutions by focusing on systemic levers.
- Strengthen positive, equal and respectful relationships in the public and private spheres.





Governance

Monash's Gender-based Violence Prevention and Response Action Plan and Outcomes Framework 2026-2030 is supported by the [Equity, Diversity and Anti-Discrimination Policy](#) suite and the [Gender-based Violence and Sexual Harm Prevention and Response Policy](#) suite. Prevention and response activity, including progress towards outcomes, is reported annually in the [Gender-based Violence and Sexual Harm Prevention and Response Annual Report](#). The [Respect at Monash Advisory Committee](#) oversees the implementation of this Strategic Commitment and associated Action Plan.

In 2025, Monash established the [National Code Taskforce](#) chaired by the Vice-Chancellor and President to ensure compliance with the National Code, as well as to ensure the University's continued advancement and sector leadership in the prevention of, and response to, gender-based violence. The National Code requires a whole-of-university approach to preventing and responding to gender-based violence, which necessitates input and responsibility to be dispersed across Monash, with a strong commitment to collaboration. The National Code Taskforce has furthered the whole-of-Monash approach, which will continue under the leadership of the relevant Deputy Vice-Chancellor when the Taskforce's work comes to an end. This work has included and will continue to include Monash-owned student accommodation.

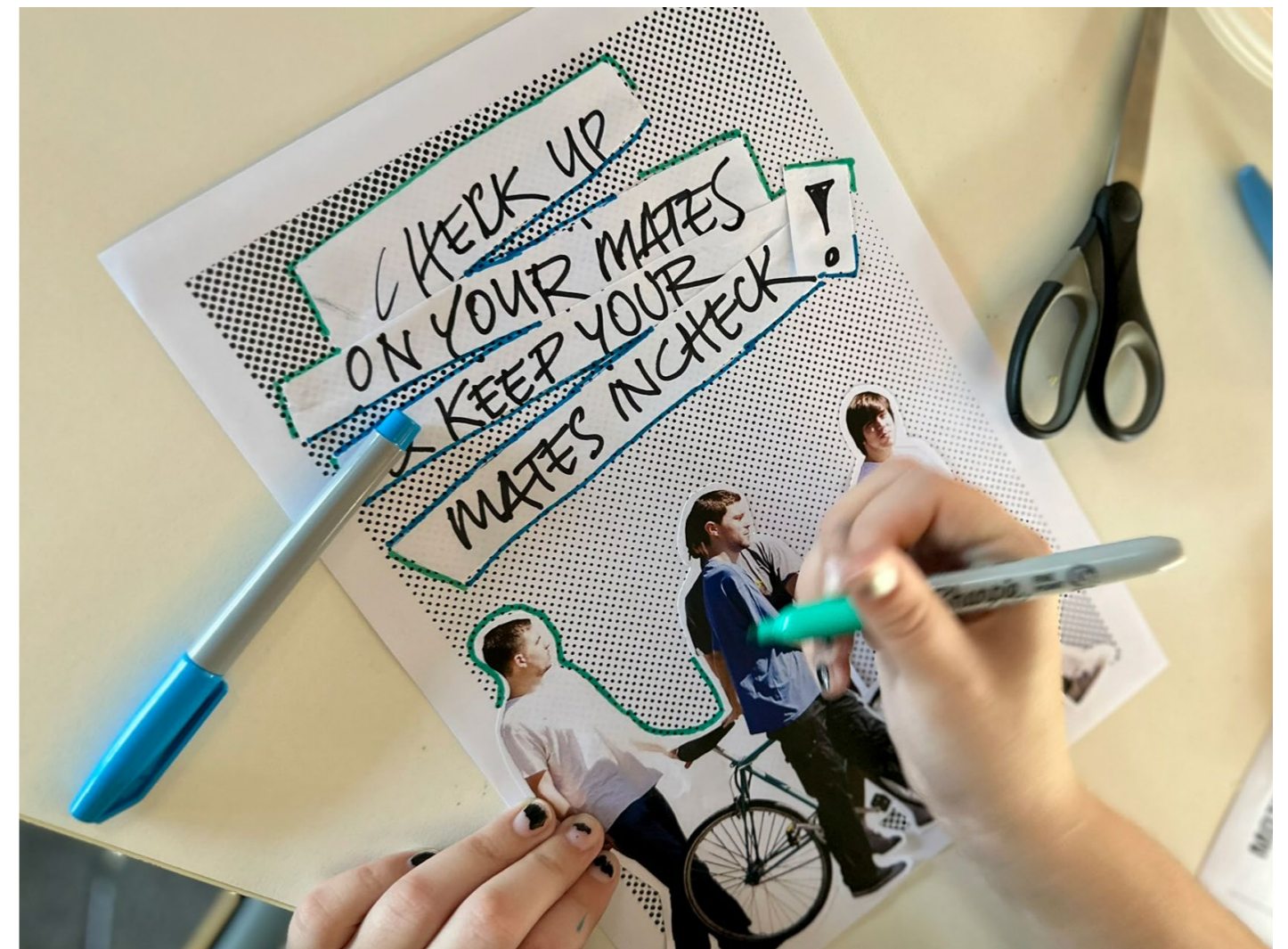
Monash University is implementing the requirements of the National Code through the advancement of its ongoing embedded program of prevention and response initiatives primarily led by two teams:

Prevention: [Respect, Equity, Diversity and Inclusion \(REDI\)](#)

The team's intersectional prevention practice is informed by various local, national and international commitments and frameworks around inclusion and prevention. The REDI team delivers a range of focused prevention initiatives at Monash University Australia, and also works to implement prevention initiatives across the Monash Group by engaging with a range of staff across international campuses and delivery locations.

Response: [Safer Community Unit \(SCU\)](#)

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. SCU responds to disclosures and reports of gender-based violence from students, staff and the wider community no matter where the violence has occurred. While SCU is a dedicated service physically located within Australia, SCU supports all members of the Monash Group, including students, staff, affiliates and visitors, who may be seeking advice, support, or to report sexual harm, including connecting them in with internal or external services as required.



Responding to reports of gender-based violence

The University will maintain its existing approach to pursuing disciplinary processes where a student or staff member is considered to have engaged in gender-based violence or sexual harm. In accordance with Monash's [Gender-based Violence Prevention and Response Policy](#), the SCU will receive disclosures and formally assess whether these are within scope for potential disciplinary action (see the [Student General Misconduct Procedure](#), and the [Unacceptable Conduct Procedure \(Staff\)](#), read in conjunction with the [Sexual Harm Response Procedure](#)).

In alignment with the University's commitment to trauma-informed, person-centred practice, wherever possible, a victim-survivor will have agency in deciding whether a matter should progress through a formal disciplinary process. In cases where the disclosure presents an unacceptable risk to the safety of others, the University may be required to take action without a victim-survivor's support to do so. In such circumstances, SCU will take all reasonable measures to safeguard the victim-survivor's anonymity and protect them from any form of victimisation or reprisal.

All allegations will be managed in a procedurally fair manner, and the University recognises the significant impact a disciplinary process has on a victim-survivor as well as an alleged perpetrator. The SCU will refer students and staff to the [CARE Service](#), in particular respondents, so that they receive appropriate support throughout this process.

The formal disciplinary process involves allegations investigated by SCU, and referred to Student Conduct and Complaints (student respondent) and Workplace Relations (staff respondent) for assessment to determine an appropriate disciplinary outcome. Wherever possible, the decision maker will consider the wishes of the victim-survivor in determining an outcome to a proven formal report. Outcomes may include: the allegation being dismissed; mandating training, education, or formal apology; through to exclusion or dismissal from study or employment.

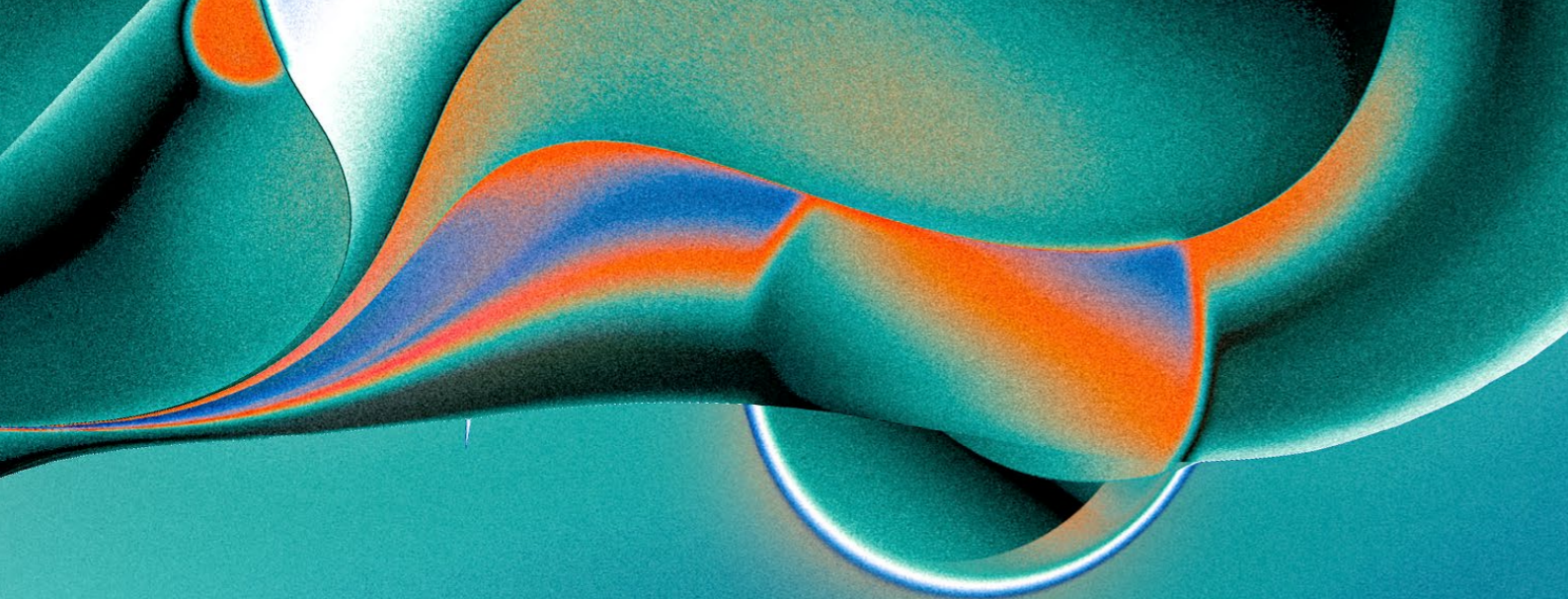
New initiatives in 2025

In 2025, the University introduced several new measures, including:

- Hosting a [National Higher Education Summit](#) on evidence-based practice.
- Expanding the Respect at Monash module to Monash Joint Graduate School in Suzhou.
- Establishing a [Family Violence Support](#) Procedure with unlimited paid leave for staff.
- Launching a [Respect Adviser Network](#) to strengthen advice, support and referral pathways.

Building on this foundation, the Respect at Monash Advisory Committee and University Council will receive a detailed update on compliance and progress in 2026, alongside ongoing communication with staff and students. A number of priority actions for the University overseen by the National Code Taskforce will continue into 2026, including policy and process reviews, streamlined reporting through the Safer Community Unit, alignment of recruitment practices, and enhanced training for staff, student leaders and specialist roles.





How will Monash do this work?

Work to address gender-based violence and sexual harm at Monash will continue to occur at all levels of the organisation and at the three levels of prevention. We will enable the Monash Group, across all of its locations — including Monash University Malaysia, Monash University Indonesia, and Monash’s activities in Suzhou, Mumbai and Prato — to take proactive action to prevent gender-based violence and sexual harm.

The Action Plan and Outcomes Framework that form the core of this Plan are based on the whole of institution assessment of systemic risks, enablers and barriers to preventing gender-based violence and the analysis of Monash’s administrative data (as well as relevant publicly available evidence from within and beyond Australia). The analysis of Monash’s own data includes a systematic review of how Monash has responded to disclosures and formal reports of gender-based violence to identify barriers, gaps and opportunities for improvement.

Prevention Framework across Monash Group

Design and promote best-practice, evidence-based prevention initiatives that centre the experiences of victim-survivors; transform attitudes and behaviours; and support a safer, respectful and more inclusive campus community.

Domains and Outcomes

Leadership and Institutional Commitment

Monash demonstrates leadership in gender-based violence and sexual harm prevention and response, by influencing sector change and maintaining best practice. Within Monash, senior executive leaders drive organisational change, and robust governance systems are maintained.

Culture

Monash cultivates a culture that values and prioritises safety, respect, inclusion, and gender equality. Staff and students feel empowered to enact change.

Teaching and Learning

Monash seeks to ensure teaching and learning spaces, including online and offsite educational experiences, are free from gender-based violence and sexual harm. Prevention and response are enacted across all facets of teaching and learning, such as educator communication, class dynamics, and course design.

Research and Impact

Monash contributes to the gender-based violence and sexual harm prevention and response evidence base, to inform social change. Monash works to address structural biases and power dynamics in research funding, investment, supervision, and broader research environments. Monash actively monitors and evaluates its progress in prevention and response.

Student Life and Accommodation

Monash embeds prevention and response initiatives within extracurricular experiences beyond formal education, such as sporting environments, student accommodation and student organisations. Monash works with students to design prevention interventions.

Research and Impact

Monash facilitates safer, respectful and more inclusive workplaces, free from violence, discrimination and harassment. Specific primary prevention interventions, such as recruitment practices, workplace flexibility and career promotion, are instituted and promoted across the organisation.

Response and support across Monash Group

Maintain and enhance response initiatives that centre the experiences of victim-survivors, through providing trauma-informed support and advice to all students and staff. Complaints systems are clear and transparent, and trusted by students and staff.

Monash’s commitment to response and support is enshrined within the [Gender-based Violence and Sexual Harm Prevention and Response Policy suite](#), including the [Sexual Harm Response Procedure](#); with additional detailed information related to disclosing and reporting gender-based violence available including: [sexual assault](#), [sexual harassment](#), [family violence](#), and [technology-facilitated abuse](#).

Phased Approach

To operationalise our commitment, Monash has developed a phased implementation approach consisting of two action plans. These plans outline tangible and pragmatic actions that Monash will undertake to enhance existing gender-based violence and sexual harm prevention and response interventions. All members of the Monash community have a role to play in preventing gender-based violence and sexual harm. The responsibility for actions outlined in these plans will be shared across the University, across departments, Faculties and Portfolios at campuses, teaching locations and entities around the world. Organisational units within Monash will also be supported in developing localised action plans, where appropriate. In line with Monash’s evidence-based approach, interventions will respond to changes in community attitudes and perspectives, outcomes of evaluation, and contemporary evidence and practice.

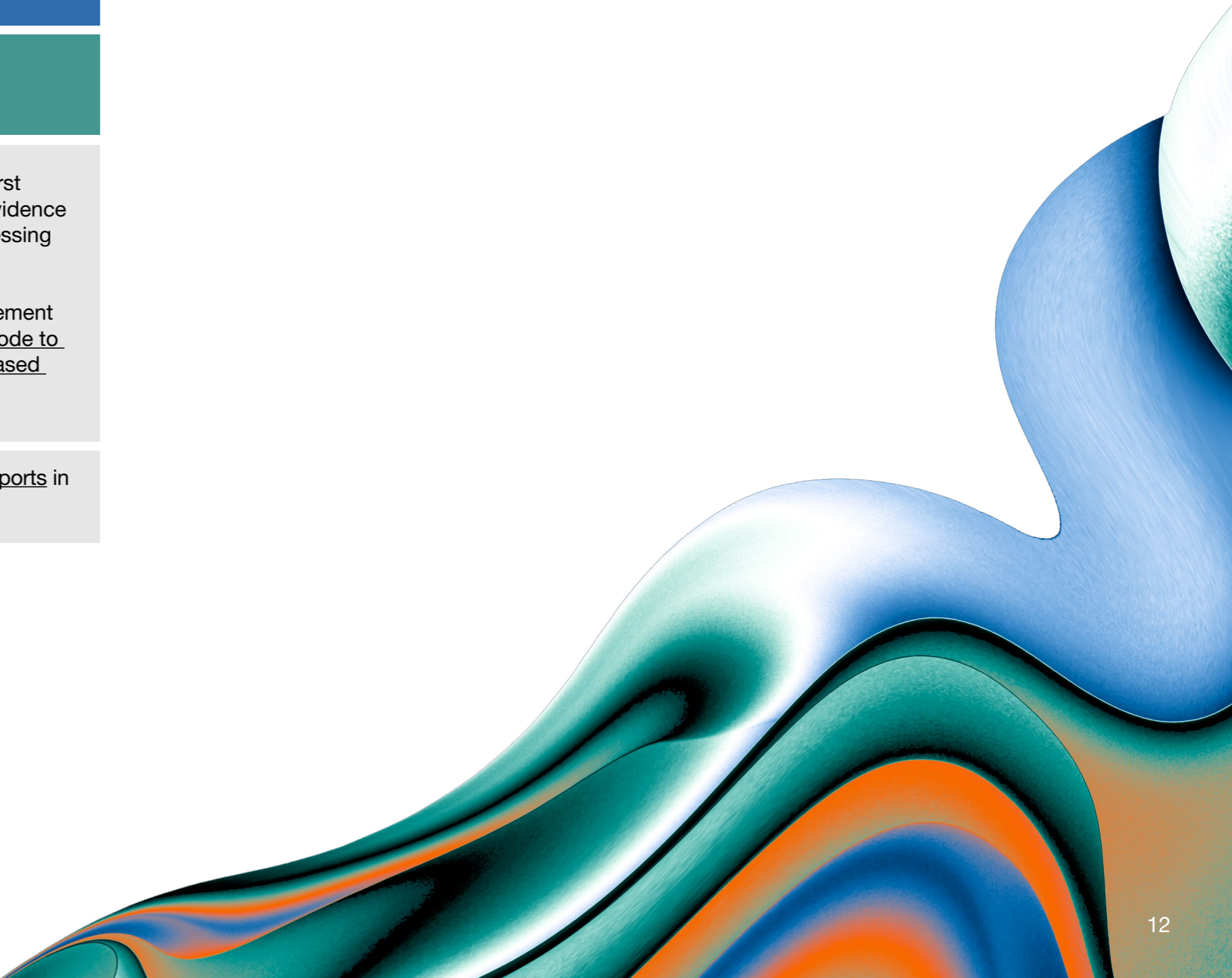
Phases of the Strategic Commitment to Gender-based Violence and Sexual Harm Prevention and Response	
Phase 1 2024 - 2025	Phase 2 2026 - 2030
Execute an initial action plan that addresses and builds upon Monash’s learnings from the 2022 National Student Safety Survey Action Plan , and embeds the actions outlined in the Action Plan Addressing Gender-based Violence in Higher Education .	Assess progress made under the first action plan and explore any new evidence to develop a new action plan addressing these findings. Ensure alignment with and advancement of the National Higher Education Code to Prevent and Respond to Gender-based Violence .
Monash’s progress in these actions and outcomes will be published in public annual reports in line with the University’s commitment to accountability and transparency.	

Gender Equality Action Plan

Advancing gender equality is a form of primary prevention and the University’s commitment to the prevention of, and response to, gender-based violence and harm is further supported and enriched by Monash’s [Gender Equality Action Plan \(GEAP\) 2022-2025](#). Monash’s next GEAP 2026-2030 will be finalised in line with the Gender Equality Act (Vic). The Victorian legislative requirement for Gender Equality Action Plans applies to staff, however this Action Plan and Outcomes Framework also outlines primary prevention initiatives that relate to students.

Definitions

Key definitions which inform the Strategic Commitment and Prevention and Response Action and Outcomes Framework 2026-2030 are outlined at Appendix 2.



Action Plan and Outcomes Framework 2026-2030

Understanding the Action Plan and Outcomes Framework

Consultation process and findings

Throughout the development of the Gender-based Violence (GBV) Prevention and Response Action Plan and Outcomes Framework 2026-2030, students, staff, prevention practitioners, victim-survivors and community leaders generously contributed their insights and expertise so that this plan reflects the experiences and aspirations of our diverse community.

A variety of consultation mechanisms, including focus groups, interviews and documentation review, were used to capture and convey our community's perspectives, experiences, and expertise. Feedback provided by an [independent review](#) into prevention and response initiatives and interventions at Monash University Accommodation (formerly Monash Residential Services) and Mannix College in 2024 has also been considered in the development of this Action Plan.

The consultation process was intentionally designed to capture the views and experiences of those disproportionately affected by GBV: young women, First Nations people, people from culturally and linguistically marginalised or underrecognised backgrounds, people with disability, and LGBTIQ+ people; recognising that individuals in these groups may face unique forms of intersecting harms and distinct barriers to safety and disclosure.

Ongoing programs of work

Alongside new programs of work, Monash will continue to deliver on our legacy of embedded prevention and response initiatives, including:

- Maintaining regular, trauma-informed governance and reporting.
- Delivering social change and awareness campaigns and initiatives.
- Promoting report and support services, including disclosure and reporting pathways.
- Delivering, promoting, reviewing, and evaluating gender-based violence knowledge and capability offerings in line with evidence, best practice and alignment with the National Code. This includes, but is not limited, to those outlined on the [Respect at Monash](#) webpage.

Timely progress

Identified actions will be progressed with the intention of being delivered within the specified timeframes. Where actions or indicators represent new initiatives, there is a commitment to transition these programs of work to business-as-usual operations following implementation. Progress updates will be outlined within annual Gender-based Violence and Sexual Harm Prevention and Response Reports (formerly titled Monash University Sexual Harm Prevention and Response Annual Reports). The plan is designed to be dynamic and iterative, with regular review and updates throughout its lifespan to address emerging regulatory and legislative requirements, and best practice research and evidence.

How we will measure impact

To track Monash's progress against project indicators and measures, a range of data sources will be used to measure the impact of our work, including:

- Compliance and alignment with the National Higher Education Code to Prevent and Address Gender-based Violence (National Code).
- Results of the 2026 National Student Safety Survey (NSSS).
- Monash University Gender-based Violence and Sexual Harm Prevention and Response Annual Reports 2026 to 2030.
- Staff and student experience survey data.
- University services feedback.
- Training and evaluation data.
- Targeted community consultation with students, staff and experts as needed.
- Supporting annual plans.

Domain 1: Leadership and Institutional Commitment

Outcome:
 Monash demonstrates leadership in gender-based violence and sexual harm prevention and response by influencing sector change and maintaining best practice. Within Monash, senior executive leaders drive organisational change and robust governance systems are maintained.

Alignment with Impact 2030 Outcome	Actions What we will undertake to achieve our outcome	People Who is responsible	Indicators and Measures What evidence we will collect to evaluate progress, and what deliverables would indicate success of the action	Timeframe
<p>Monash global operations are the exemplar of sustainable, ethical and well-governed practices.</p>	<p>1. Strengthen and sustain leadership capability for GBV prevention and response.</p>	<p>VCEC University Council</p>	<p>Senior leaders participate in GBV prevention (primary, secondary, tertiary) training.</p>	<p>2027</p>
			<p>Regular monitoring and evaluation reports are shared with VCEC and University Council.</p>	<p>Annually</p>
			<p>Opportunities for leadership to reflect and map their approaches to GBV prevention and response within performance planning are explored and implemented.</p>	
	<p>2. Continued leadership accountability and responsibility for Monash alignment with the National Code and other regulatory frameworks, providing a consistent approach across the Monash Group.</p>	<p>Vice-Chancellor University Council</p>	<p>Leadership demonstrates improved confidence and competence in GBV prevention and response, measured through post-training assessment.</p>	
			<p>Governance structures are reviewed and updated annually, remaining responsive to emerging sector standards and aligned with the National Code as appropriate.</p>	
			<p>Transparent reporting on GBV prevention and response activities and incidents are provided to governance bodies twice per year, and published annually.</p>	

Domain 1: Leadership and Institutional Commitment

Alignment with Impact 2030 Outcome	Actions What we will undertake to achieve our outcome	People Who is responsible	Indicators and Measures What evidence we will collect to evaluate progress, and what deliverables would indicate success of the action	Timeframe
<p>Monash global operations are the exemplar of sustainable, ethical and well-governed practices.</p>	<p>3. Ongoing enhancements to support and report services and processes to ensure trauma-informed and leading practice.</p>	<p>CSW</p>	<p>A centralised case management system and single-entry point for consistent, comprehensive and timely support and responses to victim-survivors is implemented.</p>	<p>2026</p>
			<p>An ongoing sexual harm and family violence counsellor is engaged within the Counselling and Psychological Services, to provide psychological counselling and services to staff and students, as well as provision of broader educational offerings to advance trauma-informed and person-centred practice across the University community.</p>	<p>2026</p>
			<p>The service offering of the CARE Service is reviewed and expanded, ensuring leading secondary and tertiary prevention and care in responding to and supporting respondents.</p>	<p>2027</p>
<p>Monash is a global campus network – interconnected across the Indo-Pacific and beyond, and embedded in the communities we serve.</p>	<p>4. Demonstrate sector leadership by contributing to consistent, evidence-informed GBV prevention and response practice across higher education.</p>	<p>REDI CSW</p>	<p>Monash actively participates in and leads GBV prevention and response working groups, forums or communities of practice.</p>	<p>Annually</p>
	<p>5. Continue to expand partnerships with GBV prevention and response peak bodies and community organisations.</p>	<p>CSW</p>	<p>Evidence, initiatives, and/or evaluation insights are shared with the sector via presentations, publications, or partnerships.</p> <p>Monash engages with specialised services and peak bodies to inform nuanced service access and support mechanisms for victim-survivors.</p>	

Domain 2: Culture

Outcome:

Monash cultivates a culture that values and prioritises safety, respect, diversity, inclusion, and gender equality. Staff and students feel empowered to enact change, essential to preventing violence and fostering safer environments.

Alignment with Impact 2030 Outcome	Actions What we will undertake to achieve our outcome	People Who is responsible	Indicators and Measures What evidence we will collect to evaluate progress, and what deliverables would indicate success of the action	Timeframe
<p>Monash global operations are the exemplar of sustainable, ethical and well-governed practices.</p>	<ol style="list-style-type: none"> Build a community-wide understanding of the spectrum of behaviours and attitudes which constitute and drive GBV and promote gender equality. 	<p>REDI</p>	<p>Tailored educational materials are developed, updated annually, distributed, and promoted; especially during high-risk periods, with content tailored to settings, disciplines, and cohort needs. This includes academic staff, student-facing staff and volunteers, managers and supervisors, student leaders, Residential Advisers (RAs) and students studying career disciplines likely to encounter GBV.</p>	<p>Annually</p>
			<p>Surveys and other evaluation metrics show increases in student, student leader, professional/academic staff and senior leader understanding of key GBV and bystander concepts and terminology.</p>	
			<p>Surveys and evaluation metrics measuring awareness, understanding, and attitudes towards GBV are reviewed and enhanced to ensure appropriate data collection as required.</p>	<p>2028</p>
			<p>Educational materials are developed in collaboration with identified cohorts and those with lived experiences of under-recognition, marginalisation or harm (including but not limited to: Indigenous Peoples, Rainbow Communities, those with a disability and international students).</p>	<p>2029</p>

Domain 2: Culture

Alignment with Impact 2030 Outcome	Actions What we will undertake to achieve our outcome	People Who is responsible	Indicators and Measures What evidence we will collect to evaluate progress, and what deliverables would indicate success of the action	Timeframe
<p>Monash global operations are the exemplar of sustainable, ethical and well-governed practices.</p>	<p>2. Increase awareness and visibility of support pathways, reporting options, and barriers to disclosure for those who have experienced GBV.</p>	<p>CSW</p>	<p>The Respect Advisor Network pilot is continued, and an increase in the number of disclosures received via the Network. An expansion of the Network is explored.</p>	<p>2026</p>
		<p>REDI</p>	<p>GBV resources are housed and maintained in a centralised accessible repository.</p>	<p>2026</p>
		<p>REDI Faculties</p>	<p>GBV resources are accessed by increasing numbers of students, and professional and academic staff.</p>	<p>Ongoing</p>
		<p>CSW</p>	<p>A review of barriers to disclosures and reporting, including mechanisms to enhance the experience of victim-survivors, is explored (including in student accommodation).</p>	<p>2027</p>
			<p>A review of existing and new resolutions - beyond formal disciplinary pathways - is undertaken and recommendations tabled to the Respect at Monash Advisory Committee.</p>	
		<p>REDI FMNHS / MRH</p>	<p>A review of current awareness-raising initiatives of support and report services is conducted, and new initiatives are developed where needed (including specifically for student accommodation for MNHS students on placement in regional Victoria).</p>	<p>2028</p>

Domain 3: Teaching and Learning

Outcome:

Monash seeks to ensure teaching and learning spaces, including online and offsite educational experiences, are free from gender-based violence and sexual harm. Prevention and response actions are embedded within the curriculum and modelled in class dynamics.

Alignment with Impact 2030 Outcome	Actions What we will undertake to achieve our outcome	People Who is responsible	Indicators and Measures What evidence we will collect to evaluate progress, and what deliverables would indicate success of the action	Timeframe
<p>Monash is sought after for its excellent education and immersive student experience in service to our communities and the world.</p>	<p>1. Explore opportunities to integrate GBV-related learning and capacity building in faculties.</p>	<p>Faculties REDI</p>	<p>At least three faculties pilot or incorporate localised and/or tailored whole of community GBV-related content, workshops, and/or training in their settings.</p>	<p>2027</p>
			<p>Opportunities are identified to create further engagement with GBV-related content across the curriculum.</p>	<p>2028</p>
	<p>2. Continue to build the capacity of teaching staff to support safer, more respectful, and inclusive learning environments.</p>	<p>Faculties REDI</p>	<p>GBV prevention and respectful teaching resources are created, updated annually, and accessed by an increasing number of educators across faculties.</p>	<p>2027</p>
			<p>Staff indicate increased confidence in facilitating discussions and managing disclosures within classroom settings measured through training and engagement data.</p>	<p>2028</p>
<p>Monash is sought after for its excellent education and immersive student experience in service to our communities and the world.</p>	<p>3. Strengthen risk awareness, safety, and support for students and staff participating in placements, internships, and travel.</p>	<p>Monash Abroad Faculties</p>	<p>GBV-related education is reviewed and enhanced as part of existing risk assessment tools and materials for all Monash placements, internships, and student and staff travel programs.</p>	<p>2028</p>
		<p>REDI HR</p>	<p>Existing GBV modules, educational materials and communications for students and staff on Monash-related offsite activities (exchange, internships, placements, camps, conferences, etc.) are reviewed, updated, and expanded as required.</p>	<p>2029</p>

Domain 4: Research and Impact

Outcome:

Monash actively contributes to the gender-based violence and sexual harm prevention and response evidence base, to inform social change. Monash also addresses structural biases and power dynamics in research funding, investment, supervision, and broader research environments.

Alignment with Impact 2030 Outcome	Actions What we will undertake to achieve our outcome	People Who is responsible	Indicators and Measures What evidence we will collect to evaluate progress, and what deliverables would indicate success of the action	Timeframe
<p>Monash is sought after for its excellent education and immersive student experience in service to our communities and the world.</p>	<p>1. Strengthen support and safety mechanisms for Higher Degree by Research (HDR) students, by building and extending awareness of GBV-related risks and power dynamics within supervisory relationships.</p>	<p>Faculties MGRO DVC(Int) DVC(RE) REDI</p>	<p>HDR students and supervisors continue to receive cohort-specific education, resources, and master classes on navigating supervisory power dynamics, professional boundaries, and GBV-related risks, with the development of new resources as required.</p> <p>Evaluation metrics show improved understanding of support pathways, safety considerations, and mechanisms for raising concerns.</p>	<p>2028</p>
<p>Monash is home to excellent discovery, innovation and translational research to meet the challenges of the age for the betterment of people and the planet.</p>	<p>2. Leverage relevant research centres and academic staff expertise to design new and/or evaluate existing programs, initiatives, and interventions.</p>	<p>REDI</p>	<p>At least two existing and/or new GBV-related evidence-based initiatives are implemented in partnership with relevant academic experts.</p> <p>Evaluation findings from pilots or existing initiatives are used to refine programs and inform wider institutional or sector practice.</p>	<p>2030</p>

Domain 5: Student Life and Accommodation

Outcome:

Monash embeds prevention and response initiatives within formative experiences beyond formal education, such as sporting environments, student accommodation settings and student organisations. Monash works with students to design prevention interventions.

Alignment with Impact 2030 Outcome	Actions What we will undertake to achieve our outcome	People Who is responsible	Indicators and Measures What evidence we will collect to evaluate progress, and what deliverables would indicate success of the action	Timeframe
<p>Monash is sought after for its excellent education and immersive student experience in service to our communities and the world.</p>	<p>1. Strengthen a culture of student-led and co-designed initiatives that build GBV awareness, prevention and response skills, and peer-to-peer prevention.</p>	<p>REDI DVC (SE) Monash University Accommodation FMNHS / MRH CAPS MSOs</p>	<p>An updated co-design framework is developed to guide meaningful student involvement in GBV prevention and response campaigns, response protocols, training, risk management, and resource development.</p>	<p>2026</p>
			<p>Student-led or co-designed awareness raising activities (including primary prevention/gender equality) tailored for each cohort increase year-on-year, including in student accommodation, clubs and societies, and key priority cohorts, with positive impact shown through event participation, cohort engagement, campaign reach, or student feedback.</p>	<p>Annually</p>
			<p>Participation in GBV prevention (primary, secondary and tertiary) workshops, campaigns, and training increases annually, including demonstrated engagement from priority cohorts (including but not limited to: Indigenous, Rainbow Communities, those with a disability, international students and student leaders).</p>	<p>Annually</p>
			<p>Students are involved in co-designing campaigns, events and/or resources. This includes, but is not limited to, a co-design workshop with Monash University Accommodation residents to produce tailored materials to promote report and support services.</p>	<p>Ongoing</p>

Domain 5: Student Life and Accommodation

Alignment with Impact 2030 Outcome	Actions What we will undertake to achieve our outcome	People Who is responsible	Indicators and Measures What evidence we will collect to evaluate progress, and what deliverables would indicate success of the action	Timeframe
<p>Monash is sought after for its excellent education and immersive student experience in service to our communities and the world.</p>	<p>2. Build capability across the student community through tailored GBV prevention training pathways, recognition mechanisms, and partnerships.</p>	<p>REDI Monash University Accommodation CEC CSW</p>	<p>Defined roles, responsibilities, capability standards are established for students in positions of leadership. This includes, but is not limited, to a review of GBV-related training offerings for Monash University Accommodation residents and Residential Assistants.</p>	<p>2027</p>
			<p>Defined training programs are refined for students in positions of leadership with an increase in demonstrated confidence in supporting peers.</p>	<p>2028</p>
			<p>Ongoing GBV-related learning (including career-readiness), cross-collaboration between student leadership roles, and opportunities for recognition of engagement are explored.</p>	<p>2029</p>
			<p>Collaboration and partnership with student clubs, student organisations, student leaders, and residents as part of new and existing initiatives, results in annual increases in joint activities such as workshops, events, social media campaigns or resource distribution.</p>	<p>Annually</p>
	<p>3. Provide cohort and setting specific learning opportunities that build understanding of GBV, support pathways, and risks.</p>	<p>REDI</p>	<p>An intervention initiative (secondary prevention) focused on navigating online risks, technology-facilitated abuse, misinformation, and harmful digital cultures is implemented and evaluated in partnership with academic experts and students.</p>	<p>2026</p>
		<p>REDI Monash College DVC(SE) Monash University Accommodation</p>	<p>Existing tailored GBV prevention (primary, secondary, tertiary) programs and resources for international students are reviewed, reinvigorated, and piloted across Monash Group, Monash University Accommodation, and Monash College with evaluation of impact and value.</p>	<p>2027</p>

Domain 6: Staff Experience and Engagement

Outcome:

Monash facilitates safer, respectful and more inclusive workplaces, free from violence, discrimination and harassment. Specific primary prevention interventions, including recruitment practices, workplace flexibility and career promotion, are instituted and promoted across the organisation.

Alignment with Impact 2030 Outcome	Actions What we will undertake to achieve our outcome	People Who is responsible	Indicators and Measures What evidence we will collect to evaluate progress, and what deliverables would indicate success of the action	Timeframe
Monash global operations are the exemplar of sustainable, ethical and well-governed practices.	1. Uphold and continuously strengthen commitment to and compliance with relevant gender equality and GBV-related legislation, regulatory frameworks, and accreditation programs.	HR	The 2026-2030 Gender Equality Action Plan (due 1 May 2026 to Victorian Commission for Gender Equality in the Public Sector) is implemented, with progress and outcomes monitored and reported as required.	2030
			Findings and recommendations from Monash's SAGE Athena Swan accreditation are addressed with progress outcomes documented in an annual report to the Equity, Diversity and Inclusion Committee.	Annually
	2. Continue to build the capacity of all staff to support safer, more respectful, and inclusive learning environments.	REDI HR Faculties DVC(R)	GBV-related online learning modules for staff are reviewed and enhanced to ensure that they are current, accessible, evidence-based and effective in building awareness and response capability.	2026
			Increase in visibility and participation by staff in GBV-related skill-building workshops.	2027
Mandatory training requirements for staff overseeing student clubs and sporting facilities, including in responding to disclosures, understanding GBV, and risk assessment (particularly for student events and activities) are developed.				2028
Monash global operations are the exemplar of sustainable, ethical and well-governed practices.	3. Review recruitment screening practices to ensure sector leading, evidence-based approaches to early intervention.	HR CSW	Recruitment processes updated to include screening questions to seek GBV-related declarations from prospective staff, in alignment with Standard 2.1 of the National Code.	2026
			Process for risk assessment and safety planning for positive GBV declarations received during recruitment is in place, with ongoing monitoring and evaluation of processes embedded.	

Acronyms

CAPS	Counselling and Psychological Services
COO	Chief Operating Officer
CEC	Community Engagement and Culture
CSW	Community Support and Wellbeing, Student Experience Portfolio
DVC(E)	Deputy Vice-Chancellor (Education)
DVC(Int.)	Deputy Vice-Chancellor (International)
DVC(RE)	Deputy Vice-Chancellor (Research and Enterprise)
DVC(SE)	Deputy Vice-Chancellor (Student Experience)
FMNHS	Faculty Medicine, Nursing and Health Sciences
MRH	Monash Rural Health
GBV	Gender-based Violence
HDR	Higher Degree by Research
HR	Monash Human Resources
MEA	Monash Education Academy
MGRO	Monash Graduate Research Office
MSC	Monash Student Communities
MSO	Monash Student Organisations
REDI	Respect, Equity, Diversity and Inclusion
SCU	Safer Community Unit
VCEC	Vice-Chancellor's Executive Committee

Appendix 1: History of Gender-based Violence and Sexual Harm Prevention and Response at Monash University

The Strategic Commitment is informed by the University's history of action to address and respond to gender-based violence and sexual harm:

2008

- The [Safer Community Unit](#), a coordinated response and risk management team, was established. The Safer Community Unit responds to reports and disclosures of concerning, threatening and inappropriate behaviour, including gender-based violence and sexual harm, at all Australian campuses with further support provided to the University's global network of campuses and delivery locations. The Safer Community Unit takes a trauma-informed approach where victim-survivors are provided with a range of options for support and formal reporting pathways.

2009

- Monash established a Victorian Tertiary Safer Community Network, to bring together staff across the Victorian university sector involved in student safety and risk management. The Network seeks to advance evidence-based campus threat and risk assessment, with a focus in more recent years on trauma-informed response to gender-based violence.

2016

- New residents at residential halls and colleges receive an educational workshop on consent, respectful relationships and active bystander strategies to prevent gender-based violence and sexual harm.

2017


- The release of the [Change the Course Report](#) spurred the Australian University sector into action to enhance gender-based violence and sexual harm prevention and response. Monash University took action, guided by the nine recommendations for universities within the Change the Course Report, as well as other external evidence-based resources, internal academic and professional expertise, student input, and external advice.
- The [Respect at Monash Committee](#) (then Respect. Now. Always. Committee) was established. The Committee includes representation from Monash's senior leadership, the student body, academic staff, residential services and affiliated college, student services and frontline sexual assault services. The Committee provides governance and oversight of gender-based violence and sexual harm prevention and response at Monash University.

2017

2018

2019

2020

-
- Monash University becomes one of the first Australian universities to publicly report on sexual assault and sexual harassment experienced by staff and students on-campus.
 - Monash established the Victorian Tertiary Primary Prevention Network, bringing together prevention practitioners from across the state to share best practice and collaborate on respect initiatives and the prevention of gender-based violence in the tertiary education sector.
- A dedicated team to drive primary prevention initiatives for the Monash University community, Respectful Communities, was established.
 - Respect Week (then Respect.Now.Always. Week), a week of activities across Australian campuses to engage students in the prevention of gender-based violence and raise awareness about support and reporting options at the University, was launched.
 - Responding to disclosures of sexual harm training, designed to equip staff and students to respond with care and empathy to disclosures of gender-based violence and sexual harm, was launched.
- The first Sexual Misconduct Response Procedure was developed.
 - A requirement for all commencing students to complete the Respect at Monash module was introduced, seeking to ensure that all students understand what it means to be a respectful member of the Monash community and to promote an inclusive culture on campus.
 - All student leaders are required to undertake Eliminating Gender-Based Violence Together Training (formerly BRIGHT Training), providing students in leadership positions an understanding of why gender-based violence and sexual harm happen, and equipping them with skills to act to create a safer community within their roles.
 - The Monash bSafe App, was launched to make support, reporting options and safety information more accessible.
- All nine recommendations from the Change the Course report were implemented.
- 

2021

2022

2023

2024

- The second national survey on Australian students' experiences of gender-based violence and sexual harm at University, the National Student Safety Survey (NSSS), was undertaken.
- The results of the NSSS were released, providing universities with quantitative and qualitative data on student experiences to guide future approaches to preventing and effectively responding to gender-based violence and sexual harm.
- Informed by survey findings, Monash developed its NSSS Action Plan, detailing 85 action items to improve gender-based violence and sexual harm prevention, response and support services.
- The inaugural Gender Equality Action Plan (2022-2025) was launched, outlining actions to promote gender equity and an inclusive culture free from discrimination and harassment for Monash University staff.
- In late 2022, Monash retired the "Respect. Now. Always." brand and moved all connected activity under a new unified Respect at Monash banner.
- The NSSS Action Plan concluded at the end of 2023, with near full completion of all action items. Outstanding action items were completed in 2024, or embedded into broader reviews to facilitate more robust institutional change.
- To support an intersectional approach to primary prevention, Equity, Diversity and Inclusion within the Portfolio of the Deputy Vice-Chancellor (Education) assumed strategic oversight of primary prevention.
- The National Action Plan Addressing Gender-based Violence in Higher Education (National Action Plan) outlined seven actions, including the creation of a National Student Ombudsman (2024) to provide an independent, trauma-informed complaints mechanism, increased transparency through data collection and reporting and strengthened oversight of student accommodation providers.
- Following contributions to a reference group to develop the National Action Plan in 2023, Professor Sharon Pickering, Vice-Chancellor and President, joined an expert advisory group to the Department of Education to inform the development of the National Code.

2025

The Strategic Commitment will continue to guide Monash's work into the future and frame our commitments under relevant legislation, including the:

- National Higher Education Code to Prevent and Respond to Gender-based Violence.
- Sex Discrimination Act 1984 (Cth).
- Anti-Discrimination and Human Rights Legislation Amendment (Respect at Work) Act 2022 (Cth).
- Gender Equality Act 2020 (Vic).
- DFAT Prevention of Sexual Exploitation and Abuse Policy.
- Occupational Health and Safety Act 2004 (Vic).

As well as those at international locations including the:

- 2021 Indonesian Decree on the Prevention and Handling of Sexual Violence in Higher Education Environments.
- The Malaysian Anti-Sexual Harassment Act 2022.

Appendix 2: Definitions

Consent

Consent is an enthusiastic, free, mutual and voluntary agreement between people engaging in sexual acts. Consent cannot be assumed. Consent must be present every time, including for the duration of any sexual act. Consent can be withdrawn at any time. Consent to one act does not mean consent is agreed to in any other act. Consent to an act with one person does not mean consent is agreed to in an act with a different person, or with the same person on a different occasion.

A person engaged in a sexual act must reasonably believe that the other person consents to the act. A person's belief in consent is not reasonable if they did not, within a reasonable time before or at the time of the act, say or do anything to find out whether the other person was consenting. A person must say or do something to communicate consent. Just because a person does not resist verbally or physically, it does not mean that they consent.

Consent can be communicated by words or gestures; that is by saying or doing something. A person cannot consent to a sexual act if they:

- Submit to the act because:
 - Of force, or the fear of force, to themselves or someone else.
 - They fear harm of any type to themselves or someone else or something else including a pet or property.
 - They are detained.
- Are asleep or unconscious.
- Are so impaired that they are incapable of freely agreeing, or withdrawing consent after the act has begun (including but not limited to: alcohol or drug impairment, cognitive impairment).
- Are incapable of understanding the sexual nature of the act.
- Are mistaken about the sexual nature of the act or the identity of the person.
- Mistakenly believe that the act is for medical or hygienic purposes.

If a person consents to engage in a sexual act on the basis that barrier protection (including a condom or dental dam) is used and the other person before or during the act intentionally removes or tampers/interferes with the barrier protection or intentionally does not use it, consent is not present.

Gender

A social construct that determines the roles, behaviours, activities, and attributes that a given society at a given time associates and considers appropriate for men, women and other gender identities. In many societies gender is understood as a binary, and there are significant differences and inequalities between the opposites of this binary (women and men) in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision-making opportunities. This binary also overlooks the existence of other gender identities.⁶

Gender-based Violence

As per the National Higher Education Code to Prevent and Respond to Gender-based Violence, Gender-based violence means any form of physical or non-physical violence, harassment, abuse or threats, based on gender and gender identity, that results in, or is likely to result in, harm, coercion, control, fear or deprivation of liberty or autonomy. Gender is a social concept that includes individual and societal understandings and views on sex, gender identity and sexual orientation. The nature and extent of specific types of gender-based violence vary across cultures, countries and regions.

The following acts of harm and violence driven by gender inequality are recognised forms of gender-based violence:

- Sexual harm.
- Family violence and intimate-partner violence.
- Stalking.
- Technology-facilitated abuse.
- Harassment, discrimination, bullying and other forms of violence.

Sexual Harm

An umbrella term for conduct of a sexual nature which occurs without consent. It includes acts (or attempted acts) such as sexual assault, sexual harassment, technology-facilitated abuse and other conduct of a sexual nature without consent. Sexual harm is different from a consensual, welcome or reciprocated interaction.

Trauma-informed

A trauma-informed approach begins with validating and respecting the experience of the person who comes to us. It recognises that those engaging with prevention, response and support services may all be affected by trauma. A trauma-informed approach is strengths-based and seeks to reduce risk of trauma and incidences of retraumatisation. Trauma-informed care and support involve person-centered approaches, recognising that trauma may affect all parties involved, while also upholding principles of procedural fairness through transparent, fair and respectful processes.

Victim-survivor

A term used to refer to a person who has experienced gender-based violence or sexual harm. This term acknowledges that the person is both a victim of a crime and a human rights violation, and a survivor with respect to their autonomy, strength and resilience. The term also acknowledges that different people may identify with both these terms or either at different points.⁷

⁶ Adapted from UN Women, [Gender Equality Glossary](#)



MONASH
University

Further Information

Respect, Equity, Diversity and Inclusion

Portfolio of the Deputy Vice-Chancellor (Education)

Email: respect@monash.edu

monash.edu/respect-at-monash