

Employer Public Report

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Public Reports

WGEA publishes your Public Report, excluding any personal information, on the Data Explorer. WGEA uses its contents for other purposes in electronic or other formats.

What makes up your Public Report?

Your Public Report consists of 2 documents, which you can generate and download after preparing your submission for lodgement:

- Public Report – Questionnaire
- Public Report – Employee Data Tables

Before lodgement

The Public Report must be:

- given to your CEO or equivalent for review, approval and sign off before lodgement.
- shared in accordance with the Notification and Access requirements under the *Workplace Gender Equality Act 2012*.

Reporting contacts will be asked to declare in the WGEA Employer Portal that all relevant CEOs or equivalents have signed the Public Report.

For detailed information on the requirements to share the Public Report with your employees, members or shareholders, refer to the online Reporting Guide under [Notification and Access requirements](#).

Gender Equality Standards

If your organisation is a single entity employing 500 or more employees, you must have a policy or strategy in place against each of the 6 Gender Equality Indicators. More information can be found within the online Reporting Guide on [Gender Equality Standards](#).

Gender Equality Targets

If your organisation is an employer that directly employs 500 or more employees, you must select and commit to achieve 3 gender equality targets from a [menu](#) of 19 options. At the end of 3 years, you must meet or demonstrate improvement against each selected target. More information can be found on [Gender Equality Targets: Frequently Asked Questions](#).



Workplace overview

Policies and strategies

Employer policies or strategies on workplace gender equality and the composition of the workforce can be powerful levers for making progress and change. Policies or strategies are most effective when supported by evidence-informed action plans to address areas of imbalance and inequality. Similarly, targets are achievable, time-framed goals that create mechanisms for accountability and are effective when combined with dedicated actions to help achieve them.

1.1 Do you have formal policies and/or formal strategies in place that support gender equality in the workplace?

Yes

Policy; Strategy

1.1a Do the formal policies and/or formal strategies include any of the following?

Recruitment; Retention; Performance management processes; Promotions; Succession planning; Training and development; Talent identification/identification of high potentials; Key performance indicators for managers relating to gender equality

1.2 Do you have a formal policy and/or formal strategy on diversity and inclusion in your organisation?

Yes

Policy; Strategy

1.2a Do the formal policies and/or formal strategies include any of the following?

Gender identity; Aboriginal and/or Torres Strait Islander background; Cultural and/or language background; Disability and/or accessibility; Age

1.3 Does your organisation have any targets to address gender equality in your workplace?

Yes

Reduce the organisation-wide gender pay gap; Increase the number of women in management positions; Increase the number of women in male-dominated roles; To have a gender balanced governing body (at least 40% men and 40% women)

1.4 If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.



Monash University aspires to be the international higher education leader in gender equity. The University's commitment to gender equality spans more than three decades. We foster an inclusive organisational culture in which staff of all genders, of diverse cultural backgrounds, faiths and heritages participate equally, and are recognised equally at all levels, notably senior levels. Our Environmental Social and Governance Statement articulates the commitment to intensify our focus on eliminating systemic barriers to professional advancement in order to achieve parity in senior roles, as well as salary parity across the University. Monash University Gender Equality Action Plan 2022-2025 promotes the University's longstanding commitment to gender equality and sets out a range of tangible actions across seven priority areas: i) recruitment; ii) career progression, promotion and development; iii) gender composition at all levels of our workforce; iv) gendered work segregation; v) workplace support, leave and flexibility; vi) workplace culture, leadership and diversity; vii) gender pay equity. Objectives of the Action Plan seek to address gender inequalities for all staff, eliminate the systemic barriers to professional development, career advancement, and to achieve gender and salary parity in senior roles, as well as towards a deep and broad inclusiveness University wide.

Workplace overview

Governing bodies

Gender balance on governing bodies or boards is good for business. It contributes to workplace gender equality outcomes and improved company performance more broadly. Measures to support gender balance on the governing body include analysing the gender representation of chairs and other members, considering gender in the selection of board members, and taking action to drive change through term limits, targets and policies.

1.5 Identify your organisation/s' governing body.

Organisation: Monash University

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

B. What is the name of your governing body?

Monash University Council

C. What type of governing body does this organisation have?

Council

D. How many members are in the governing body and who holds the predominant Chair position?

Women	Men
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Chair	1	0
Members (excluding chairs)	7	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy; Strategy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Advertisement of governing body positions; Gender diversity on candidate shortlists; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 12

For the Members: 12

G. Has a target been set to increase the representation of women on this governing body?

No

Selected value: Other

Other value: Women currently account for 61.5% of governing body members. A target to increase the representation of women is therefore not applicable.

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Aboriginal and/or Torres Strait Islander identity; Cultural and/or language and/or race/ethnicity background; Disability and/or accessibility; Gender identity; Age

1.6 If your organisation would like to provide additional information relating to



governing bodies and gender equality in your workplace, do so below.

Monash University Council is responsible for the overall governance of the University. The Victorian Government's Appointment and Remuneration Guidelines and Diversity on Victorian Government Boards Guidelines (together, the Government Guidelines) outline the standard processes for appointing individuals to Victorian government non-departmental entities. While the Government Guidelines do not apply directly to appointments to the Council, the Victorian Government expects that principles in the Government Guidelines will be followed to the extent appropriate. In accordance with the Council Appointments Policy, in considering candidates for appointment, consideration is given to bringing together members with diverse perspectives to support robust decision making. Diversity includes but is not limited to inherent attributes such as gender, age, ethnicity, or (dis)ability. The University also takes into account the principles set out in the Government Guidelines, including expectations to achieve and maintain gender balance on boards. Monash's commitment to gender equality is articulated in the University's Gender Equality Action Plan 2022-2025, which includes reporting gender audit results, and progress against key gender equity indicators, to the governing body and senior leadership.



Action on gender equality

Gender pay gaps

The gender pay gap is the difference in average or median earnings between women and men. It is a measure of how we value the contribution of women and men in the workforce. The gender pay gap is not to be confused with women and men being paid the same for the same, or comparable, job – this is equal pay. Equal pay for equal work is a legal requirement in Australia. However, illegal instances of unequal pay can still be one of the many drivers of the gender pay gap. Closing the gender pay gap is important for Australia's economic future and reflects our aspiration to be an equal and fair society for all.

2.1 Do you have formal policies and/or formal strategies on equal remuneration (pay equity and the gender pay gap) between women and men?

Yes

Policy; Strategy

2.1a Do the formal policies and/or formal strategies include any of the following?

To achieve gender pay equity; To close the gender pay gap; Remuneration review processes without gender biases; Transparency about pay scales and salary bands; Managers being held accountable for gender pay equity outcomes; To implement and/or maintain a transparent and rigorous performance assessment process

2.2 Have you conducted analysis to determine if there are remuneration gaps between women and men?

Yes

2.2a What type of gender remuneration gap analysis has been undertaken?

Like-for-like pay gaps analysis which compares the same or similar roles of equal or comparable value to identify unequal pay; A by-level gap analysis which compares the difference between women's and men's average pay within the same employee category; Overall gender pay gap analysis to identify the difference between women's and men's average pay and gender composition across the whole organisation; A comprehensive gender pay gap analysis, looking at base salary and total remuneration, workforce composition, talent acquisition and employee movements

2.2b When was the most recent gender remuneration gap analysis undertaken?

Within the last 12 months

2.2c Did you take any actions as a result of your gender remuneration gap



analysis?

Yes

Created a pay equity strategy or gender equality action plan; Corrected instances of unequal pay; Identified cause/s of the gaps; Reviewed remuneration decision-making processes; Reported results of pay gap analysis to the governing body; Reported results of pay gap analysis to the executive; Reported results of pay gap analysis to all employees; Developed a strategy to address workforce composition issues – e.g. attracting more underrepresented gender into specific higher-paying roles; Implemented other changes (provide details):

Provide details: Senior staff are required to complete a section in their performance plans focused on contributing to the University's efforts to reduce the gender pay gap by setting specific goals and actionable steps.

2.3 If your organisation would like to provide additional information relating to employer action on pay equity and/or gender remuneration gaps in your workplace, please do so below.

Monash University is committed to closing the organisation-wide gender pay gap through targeted actions and initiatives, and to report on progress. This commitment to take action is articulated in the University's Gender Equality Action Plan 2022-2025, as well as our Environmental, Social and Governance Statement which states our goals to achieve parity in senior roles as well as salary parity across the organisation. The University's 2025 Implementation Plan outlined our commitment to closing the gender pay gap through the introduction of senior KPIs and the 2026 Implementation Plan continues this commitment, alongside the introduction of performance goals for all senior executive and senior professional staff, to support the University's efforts to improve the gender pay gap. Gender pay gap dashboards for individual business units within the University are updated and released quarterly, enabling leaders to more easily identify the primary factors that are influencing the gender pay gap within their respective areas of responsibility, and to monitor and respond to trends over time. The People, Selection and Remuneration Committee of Council periodically engages independent, external remuneration specialists to undertake gender pay gap analysis for senior staff.

Action on gender equality

Employee consultation

Engaging employees through consultation on gender equality issues helps employers to understand the employee experience and to take meaningful action. Employers can use the information they learn through the consultation process to generate solutions that are practical and relevant to their organisation.

2.4 Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?

Yes



2.4a How did you consult employees about gender equality in the workplace?

Employee experience survey; Consultative committee or group; Focus groups; Exit interviews; Other

Other: Monash University consulted staff through inviting feedback and insights from participants in the University-wide gender equity events and initiatives.

2.4b Who did you consult?

ALL staff

2.5 Do you have formal policies and/or formal strategies in place to ensure employees are consulted and have input on issues concerning gender equality in the workplace?

Yes

Strategy

2.6 If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.

During the 2025-2026 reporting period, Monash University conducted an Employee Experience Survey in accordance with a requirement under the Gender Equality Act 2020 and forms part of the University's biennial gender audit, which is reported to the Commission for Gender Equality in the Public Sector. The survey focus was on understanding staff experiences in the workplace, including organisational culture, inclusive practices, manager support, access to professional development, experiences with bullying and harassment, equal employment opportunity, flexible work and wellbeing. Extensive consultation on the development of the Gender Equality Action Plan 2026-2030 was conducted, including with the relevant Union (NTEU); and Athena Swan Steering Group conducted a number of Gender Equality Action Plan feedback sessions, to ensure inclusion of all relevant key stakeholder feedback which includes faculty engagement Monash wide.



Flexible working arrangements

Flexible working

A flexible working arrangement is an agreement between an employer and an employee to change the standard working arrangement, often through a change to the hours, pattern or location of work. Flexible work is a key enabler of gender equality, helps accommodate an employee's commitments out of work and has become increasingly important for employers in attracting and retaining diverse and talented employees.

3.1 Do you have a formal policy and/or formal strategy on flexible working arrangements?

Yes

Policy; Strategy

3.1a Do the formal policies and/or formal strategies include any of the following?

A business case for flexibility has been established and endorsed at the leadership level; Leaders are visible role models of flexible working; Flexible working is promoted throughout the organisation; Training on flexible working and remote/hybrid teams is provided to managers; Training on flexible working and remote/hybrid teams is available to all employees; All employees are surveyed on whether they have sufficient flexibility; The organisation's approach to flexibility is integrated into client conversations; The impact of flexibility is measured and evaluated (e.g. reduced absenteeism, increased employee engagement); Metrics on the use of, and the impact of, flexibility measures are reported to key management personnel; Metrics on the use of, and the impact of, flexibility measures are reported to the governing body; Other

Provide Details: Monash University promotes flexible work by adopting hybrid ways of working. This approach allows employees to attend meetings, workshops and work events either in person or remotely.

3.2 Do you offer any of the following flexible working options to MANAGERS and/or NON MANAGERS in your workplace?

Flexible working option	MANAGERS	NON-MANAGERS
Flexible hours of work (start and finish times)	Yes	Yes
Compressed working weeks	Yes	Yes
Time-in-lieu	Yes	Yes
Hybrid working (regular days worked from home and in office)	Yes	Yes
Working fully remote (no regular days worked in office)	Yes	Yes
Reduced hours or part-time work	Yes	Yes
Job sharing arrangements	Yes	Yes
Purchased leave	Yes	Yes
Unpaid leave	Yes	Yes



Flexible scheduling, rostering or switching of shifts	Yes	Yes
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3.3 If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.

Monash University recognises workplace flexibility as a crucial enabler of gender equality. The University’s Working from Home Procedure (Hybrid Work) supports staff who wish to work remotely, including those adopting a hybrid work model. Additionally, Flexible Work Guidelines are available to assist with the implementation of flexible work arrangements.



Employee support for parents and carers

Paid parental leave

Parental leave policies are designed to support and protect working parents around the time of childbirth or adoption of a child and when children are young. Some employers offer universally available parental leave policies, offering equal parental leave for all parents, others offer with a distinction between 'primary' and 'secondary' carers. It's important that the policy is available to all parents, irrespective of gender, recognising the equally important role of all parents in caregiving. Gender equal policies help to de-gender the ideal worker and carer norms, which pervade the workplace and reduce opportunities for women to remain in, or re-enter the workforce.

4.1 Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?

Yes, we offer employer funded parental leave using the primary/secondary carer distinction

Do you provide employer-funded paid parental leave for:

Primary: Yes Secondary: Yes

4.1a Please indicate whether your employer-funded paid parental leave is available to:

Primary: All, regardless of gender

Secondary: All, regardless of gender

4.1b Please indicate whether your employer-funded paid parental carers leave covers:

Primary: Birth; Adoption; Surrogacy; Stillbirth

Secondary: Birth; Adoption; Surrogacy; Stillbirth

4.1c How do you pay employer-funded paid parental leave?

Primary: Other

Provide Details: 14 weeks at 100% pay and then at 60% pay for a period of up to 38 weeks dependent on the staff member's length of continuous service

Secondary: Paying the employee's full salary



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4.1d Are all employees that receive employer-funded paid parental leave entitled to the same number of weeks?

Primary:

No

4.1d(i) How many weeks of employer-funded paid parental leave is available to eligible employees?

Lowest entitlement: 1

Highest entitlement: 52

Secondary:

No

4.1d(i) How many weeks of employer-funded paid parental leave is available to eligible employees?

Lowest entitlement: 1

Highest entitlement: 12

.....

4.1e Who has access to this type of employer-funded paid parental leave?

Primary: Permanent employees; Contract/fixed term employees

Secondary: Permanent employees; Contract/fixed term employees

.....

4.1f Do you require carers to work for the organisation for a certain amount of time (a minimum service period) before they can access employer-funded paid parental leave?

Primary: Yes a minimum service period is required

How long is the minimum service period (in months)?

1

Is the minimum service period the same as the probation period for new employees?

No

Secondary: No minimum service period



.....

4.1g Do you require carers to take employer-funded paid parental leave within a certain time after the birth, adoption, surrogacy and/or stillbirth?

Primary: Anytime within 12 months

Secondary: Other

Please specify time frame in months: 1

.....

**4.1h Does your organisation have an opt out approach to parental leave?
(Employees who do not wish to take their full parental leave entitlement must discuss this with their manager)**

Primary: No

Secondary: No

.....

4.1i Do you pay superannuation contributions to your employees while they are on parental leave?

Primary: Yes, on employer funded parental leave

Secondary: Yes, on employer funded parental leave

4.2 If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.

Monash recognises that access to paid parental leave, carer's leave and flexible work are key drivers of gender equality, employee retention and long-term career progression. We offer paid pre-natal and parental leave for birth parents, adoptive parents, parents via surrogacy and permanent care orders. In 2024, Monash introduced 12 weeks of paid partner leave, which may be taken flexibly, including as single days or concurrently with the staff member's partner taking leave. Staff returning from parental leave may access flexible return-to-work arrangements and may extend unpaid parental leave for up to an additional 12 months. Our Guide for Expectant and New Parents provides clear information for staff and supervisors on entitlements and support options.



Employee support for parents and carers

Support for carers

Employers can contribute to workplace gender equality by providing support for employees with caring responsibilities. A carer refers to, but is not limited to, an employee's role as the parent (biological, step, adoptive or foster) or guardian of a child, or carer of a child, parent, spouse or domestic partner, close relative, or other dependent. Employer support for employees with caring responsibilities allows them to better accommodate their out-of-work responsibilities.

4.3 Do you have formal policies and/or formal strategies to support employees with family or caring responsibilities?

Yes

Policy; Strategy

4.3a Do the formal policies and/or formal strategies include any of the following?

Gender inclusive language when referring to carers; Support for all carers (e.g. carers of children, elders, people with disability); Paid Parental leave; Flexible working arrangements and adjustments to work hours and/or location to support family or caring responsibilities; Extended carers leave and/or compassionate leave; Other leave available to employees with family or caring responsibilities

Provide details: Paid personal (sick) leave for caregiving purposes; voluntary reduced working year leave; special leave

4.4 Do you offer any of the following support mechanisms for employees with family or caring responsibilities?

Support mechanism	Answer
Breastfeeding facilities	Yes
Information packs for those with family and/or caring responsibilities	Yes
Referral services to support employees with family and/ or caring responsibilities	Yes
Coaching for employees returning to work from parental leave and/or extended carers leave and/or career breaks	Yes
Internal support networks for parents and/or carers	Yes



Support mechanism	Answer
Targeted communication mechanisms (e.g. intranet forums)	Yes
Return to work bonus (only select if this bonus is not the balance of paid parental leave)	No
Support for employees with securing care (including school holiday care) by securing priority places at local care centres (could include for childcare, eldercare and/or adult day centres)	Yes
Referral services for care facilities (could include for childcare, eldercare and/or adult day centres)	No
On-site childcare	Yes
Employer subsidised childcare	No
Parenting workshop	Yes
Keep-in-touch programs for carers on extended leave and/or parental leave	Yes
Access to counselling and external support for carers (e.g. EAP)	Yes

4.5 If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.

Support for parents and carers forms a pillar of the University's Gender Equality Action Plan. Across eight Australian campuses, the University provides more than 20 parenting rooms, supplemented by department-managed facilities. A Mobile Breastfeeding Support Kit can be requested which includes an armchair with footrest, bar fridge, privacy screen and lockable storage to support expressing breast milk in private. Monash hosts an active online community, "Parents at Monash", which provides peer support, information sharing and connection for staff with caring responsibilities. The University also delivers targeted communication on training, resources and support options. Monash's 2025 Advancing Women's Success Grant supports the career progression of early to mid-career academic women with caring responsibilities through grant funding and professional coaching.



Harm prevention

Sexual harassment, harassment on the ground of sex or discrimination

Workplace sexual harassment and sex discrimination is a gender equality issue that predominantly impacts women. To increase women's workforce participation and well-being, it is essential employers take action to prioritise and protect all employees from sexual harassment, harassment on the ground of sex or discrimination and ensure that every employee feels safe in the workplace.

5.1 Do you have formal policies and/or formal strategies on the prevention and response to sexual harassment, harassment on the ground of sex or discrimination?

Yes

Policy; Strategy

5.1a Do the formal policies and/or formal strategies include any of the following?

A grievance process; Definitions and examples of sexual harassment, harassment on the grounds of sex and discrimination and consequences of engaging in this behaviour; The legal responsibilities of the employer to eliminate, so far as possible, sexual harassment and how it is demonstrated in the organisation; Leadership accountabilities and responsibilities for prevention and response to sexual harassment ; Disclosure options (internal and external) and process to investigate and manage any sexual harassment; Expected standard of behaviour is clearly outlined and included in recruitment and performance management processes; Guidelines for human resources or other designated responding staff on confidentiality and privacy; Sexual harassment risk management and how control measures will be monitored, implemented and reviewed; Process for development and review of the policy, including consultation with employees, unions or industry groups ; Protection from adverse action based on disclosure of sexual harassment and discrimination; A system for monitoring outcomes of sexual harassment and discrimination disclosure, including employment outcomes for those impacted by sexual harassment and the respondent; Requirements relating to the frequency and nature of reporting to the governing body and management on sexual harassment; Training for managers and non-managers on respectful workplace conduct and preventing and responding to sexual harassment

5.1b If yes, have the policies and/or strategies been reviewed and approved in the reporting period by the Governing Body and CEO (or equivalent)?

Answer	
By the Governing Body	Yes
By the CEO (or equivalent)	Yes

5.2 Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to managers, non-managers or the governing body?

Yes



Cohort	At induction	At promotion	Annually	Multiple times per year
All managers	Yes	No	No	Yes
All non-managers	Yes	No	No	Yes
The governing body	Yes		No	No

5.2a Does the training program delivered to the above groups include any of the following?

The respectful workplace conduct and behaviours expected of workers and leaders; Different forms of inappropriate workplace behaviour (e.g. sexual harassment, harassment on the grounds of sex and discrimination) and its impact; The drivers and contributing factors of sexual harassment; Bystander training; Options for reporting occurrences of sexual harassment as well as the risk of sexual harassment occurring; Information on worker rights, external authorities and relevant legislation relating to workplace sexual harassment; The diverse experiences of sexual harassment and the needs of different people such as women, Aboriginal and Torres Strait Islander people, LGBTIQ+ workers, culturally diverse workers and workers with a disability.; Trauma-informed management and response to disclosures; Self-care and vicarious trauma training for employees, witnesses and responding staff; Responding to employees who engage in harassment or associated behaviours

5.3 Does the governing body and/or CEO or equivalent explicitly communicate their expectations on safety, respectful and inclusive workplace conduct? If yes, when?

Members of the governing body

Yes

New staff at induction

Chief Executive Officer or equivalent

Yes

; Ahead of big events (e.g. functions, conferences) or at internal launches (e.g. at the launch of a new strategy)

5.4 Do you have a risk management process in place to prevent and respond to sexual harassment, harassment on the ground of sex or discrimination?

Yes



5.4a Does your risk management process include any of the following?

Identification and assessment of the specific workplace and industry risks of sexual harassment; Control measures to eliminate or minimise the identified drivers and risks for sexual harassment so far as reasonably practicable; Regular review of the effectiveness of control measures to eliminate or minimise the risks of sexual harassment; Consultation on sexual harassment risks and mitigation with staff and other relevant stakeholders (e.g. people you share premises with); Reporting to leadership on workplace sexual harassment risks, prevention and response, incident management effectiveness and outcomes, trend analysis and actions; Identification, assessment and control measures in place to manage the risk of vicarious trauma to responding staff

5.4b What actions/responses have been put in place as part of your workplace sexual harassment risk management process?

Make workplace adjustments; Change or develop new control measures; Undertake and act on a culture audit of the relevant business or division; Train people managers in prevention of sexual harassment; Train identified contact officers; Train staff on mitigation and control measures

5.5 What supports are available to support employees involved in and affected by sexual harassment?

Trained, trauma-informed support staff/contact officers; Confidential external counselling (e.g. EAP); Information provided to all employees on external support services available; Union/worker representative support throughout the disclosure process and response; Reasonable adjustments to work conditions

5.6 What options does your organisation have for workers who wish to disclose or raise concerns about incidents relating to sexual harassment or similar misconduct?

Process for disclosure to human resources or other designated responding staff; Process for disclosure to confidential/ethics hotline or similar; Process to disclose after their employment has concluded; Process to disclose anonymously; Process for workers to identify and disclose potential risks of sexual harassment, without a specific incident occurring

5.7 Does your organisation collect data on sexual harassment in your workplace, if yes, what do you collect?



Yes

Number of formal disclosures or complaints made in a year; Number of informal disclosures or complaints made in a year; Anonymous disclosures through a staff survey; Gender of the complainant/aggrieved or victim; Outcomes of investigations

5.8 Does your organisation report on sexual harassment to the governing body and executive (CEO & KMP) and how frequently?

Governing body

Yes

Annually

CEO or equivalent

Yes

Multiple times per year

Key Management Personnel (for Commonwealth public sector: Senior Executive Bands)

Yes

Multiple times per year

5.8a Do your reports on sexual harassment to governing body, KMP and CEO include any of the following?

Prevalence of workplace sexual harassment; Nature of workplace sexual harassment; Analysis of sexual harassment trends and reporter/respondent profiles; Organisational action to prevent and respond to sexual harassment; Outcome of reports of sexual harassment; Consequences for perpetrators of sexual harassment; Effectiveness of response to reports of sexual harassment; Performance against the seven standards outlined by the Australian Human Rights Commission for complying with the positive duty

5.9 If your organisation would like to provide additional information relating to measures to prevent and respond to sexual harassment, harassment on the ground of sex or discrimination, please do so below.

The prevention of sexual harm is a top priority for Monash University and we are committed to preventing and eliminating sexual harm, and providing a safe, respectful and inclusive environment for staff, students and the broader community to study, work, and live. Sexual harm is a form of gender-based violence, and we are addressing the range of drivers of this harm. In November 2024, Monash University launched a new Sexual Harm Prevention and Response Policy suite, which sets out Monash's approach to preventing and responding to sexual harm, including the process for seeking support and disclosing or reporting sexual harm. The policy suite comprises Sexual Harm Prevention and Response Policy and Sexual Harm Response Procedure. This suite is a key part of Monash's Strategic Commitment to Gender-based Violence and Sexual Harm Prevention and Response 2024-2030, supported by a whole-of-community Action Plan and policy framework. Prevention and response activity is reported annually in the Sexual Harm and Prevention Response Annual Report. 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. Monash University is leading efforts to eliminate violence against women through the newly launched ARC Centre of Excellence for the Elimination of Violence Against Women (CEVAW), the first global centre of its kind addressing the full spectrum of violence across Australia and the Indo-Pacific. Our leadership and expertise have contributed to shaping the Australian Government's Action Plan on gender-based violence in higher education and the forthcoming National Code. Furthermore, in February 2025, Monash University hosted the Victorian Higher Education Summit on Gender-based Violence Prevention and Response, bringing together tertiary education providers, government representatives, expert organisations, and victim-survivors to strengthen collective action against gender-based violence. The Summit focused on advancing the Federal Government's National Action Plan to End Gender-based Violence and highlighted the higher education sector's shared commitment to creating safer, more respectful environments. Monash continues to lead this work through strong institutional leadership and support services such as the Safer Community Unit.

Harm prevention

Family or domestic violence

5.10 Do you have a formal policy or formal strategy to support employees who are experiencing family or domestic violence?

Yes

Policy;Strategy

5.11 Do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

Type of support (select all that apply)	
Protection from any adverse action or discrimination based on the disclosure of family and domestic violence	Yes
Confidentiality of matters disclosed	Yes
Training for key personnel in supporting employees experiencing family and domestic violence	Yes
Flexible working arrangements	Yes
Workplace safety planning	Yes
Employee assistance program (including access to psychologist, chaplain or counsellor)	Yes
Procedures for referring employees experiencing family and domestic violence support services	Yes
Provision of financial support (e.g. advance bonus payment or advanced pay)	Yes
A family and domestic violence clause is in an enterprise agreement or workplace agreement	Yes
Access to medical services (e.g. doctor or nurse)	Yes
Mechanisms for employees experiencing family and domestic violence to request to move to a different workplace location	Yes



Emergency accommodation assistance	Yes
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5.12 Do you have the following types of leave in place to support employees who are experiencing family or domestic violence?

Access to paid family and domestic violence leave?

Yes

Is it unlimited?

Yes

Access to unpaid family and domestic violence leave?

Yes

Is it unlimited?

Yes

5.13 If your organisation would like to provide additional information relating to family and domestic violence affecting your employees, please do so below.

Monash University has a central point of enquiry - the Safer Community Unit - for expert advice, support, intervention, investigation and risk management to reduce the risk of inappropriate, concerning or threatening behaviours including family and interpersonal violence. Family Violence Contact Officers in Safer Community Unit work closely with Human Resources, respecting confidentiality and privacy of victim-survivors, to provide advice and referrals in relation to leave, flexible work, additional safety/security arrangements, safe accommodation and counselling to impacted staff. Our Family Violence Support Procedure articulates the commitment to providing support to staff who experience family violence. It also sets out the process for staff to access leave for absences due to family violence and/or flexible work arrangements. The amount of paid Family Violence leave is unlimited. The Monash Gender and Family Violence Prevention Centre (MGFVPC) is at the forefront of research and education aimed at preventing family violence. The Centre is contributing to transformative social change by providing an evidence base for policy change that better supports and protects those experiencing family violence and addresses the cultural and economic drivers that underpin it. The Centre's track record includes ground-breaking research, engagement with government and civil society stakeholders, and innovative educational offerings. The program led by the Monash Gender and Family Violence Prevention Centre seeks to provide Victorian family violence victim-survivors with better access to employment opportunities and establish industry partnerships to enhance gender equality across workplaces state-wide. Family violence sits within a broader pattern of gender-based violence. In 2025, Monash University established the National Code Taskforce, chaired by the Vice-Chancellor and President, to ensure whole-of-organisation compliance with the National Higher Education Code to Prevent and Respond to Gender-based Violence, as well as to ensure the University's continued advancement and sector leadership in the prevention of, and response to, gender-based violence. This work further strengthens the University's existing commitment to preventing, and responding in trauma-informed and person-centred ways, to family and domestic violence for our students and staff.



Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting

Employer: Monash University

Employee count: 15,864

Primary industry: 8102 - Higher Education

Relevant employer: Yes

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	63	78	0	0	141
	Full-time contract	244	235	0	0	482
	Part-time permanent	6	5	0	0	11
	Part-time contract	17	5	0	0	22
Professionals	Full-time permanent	2,487	1,981	0	0	4,481
	Full-time contract	958	868	0	0	1,832
	Part-time permanent	719	220	0	0	939
	Part-time contract	742	449	0	0	1,198
	Casual	2,648	2,068	0	0	4,722
Technicians And Trades Workers	Full-time permanent	92	89	0	0	181
	Full-time contract	128	117	0	0	247
	Part-time permanent	38	12	0	0	50
	Part-time contract	157	56	0	0	213
	Casual	386	251	0	0	637
Community And Personal Service Workers	Full-time permanent	53	41	0	0	94
	Full-time contract	5	4	0	0	9
	Part-time permanent	26	3	0	0	29
	Part-time contract	1	0	0	0	1
	Casual	144	86	0	0	230
Clerical And Administrative Workers	Full-time permanent	86	7	0	0	93
	Full-time contract	11	1	0	0	12
	Part-time permanent	26	9	0	0	35
	Part-time contract	19	3	0	0	22
	Casual	132	51	0	0	183

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Total employees*
		F	M	
CEO	Full-time contract	1	0	1
KMP	Full-time contract	5	4	9
GM	Full-time permanent	1	1	2
	Full-time contract	14	22	37
	Part-time contract	0	1	1
SM	Full-time permanent	59	76	135
	Full-time contract	62	71	134
	Part-time permanent	5	5	10
	Part-time contract	3	2	5
OM	Full-time permanent	3	1	4
	Full-time contract	162	138	301
	Part-time permanent	1	0	1
	Part-time contract	14	2	16

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period

Question 1
How many employees were promoted?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	7	5	267	217	499
Part-time	Permanent	0	0	0	0	35	8	43
Full-time	Fixed-term	0	0	29	13	71	52	166
Part-time	Fixed-term	0	0	1	0	33	13	47
N/A	Casual	0	0	0	0	0	0	0

Question 2
How many employees were promoted from non-manager to manager?

Contract Type	Employment Type	All managers		Total*
		Female	Male	
Full-time	Permanent	1	1	2
Part-time	Permanent	0	0	0
Full-time	Fixed-term	18	9	27
Part-time	Fixed-term	1	0	1
N/A	Casual	0	0	0

Question 3
How many employees were internally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	1	0	0	4	404	241	652
Part-time	Permanent	0	0	0	0	99	25	124
Full-time	Fixed-term	0	0	14	17	193	177	401
Part-time	Fixed-term	0	0	2	1	218	167	389
N/A	Casual	0	0	0	0	519	329	851

Question 4
How many employees (including partners with an employment contract) were externally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	2	81	73	157
Part-time	Permanent	0	0	0	0	17	6	23
Full-time	Fixed-term	0	0	14	11	134	124	286
Part-time	Fixed-term	0	0	0	1	89	71	161
N/A	Casual	0	0	0	0	1,744	1,384	3,133

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5
How many employees voluntarily resigned?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	1	0	82	77	162
Part-time	Permanent	0	0	0	0	56	9	65
Full-time	Fixed-term	1	1	15	9	82	67	176
Part-time	Fixed-term	0	0	1	1	71	50	125
N/A	Casual	0	0	0	0	0	0	0

Question 6
How many employees were on primary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	178	6	186
Part-time	Permanent	0	0	0	0	51	1	52
Full-time	Fixed-term	0	0	8	0	74	5	88
Part-time	Fixed-term	0	0	2	0	42	0	45
N/A	Casual	0	0	0	0	0	0	0

Question 7
How many employees were on secondary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	2	3	100	105
Part-time	Permanent	0	0	0	0	0	5	5
Full-time	Fixed-term	0	1	2	8	0	53	65
Part-time	Fixed-term	0	0	0	0	1	8	9
N/A	Casual	0	0	0	0	0	0	0

Question 8
How many employees ceased employment before returning to work from parental leave (regardless of when the leave commenced)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	0	0	1
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	2	0	2
N/A	Casual							

* Total employees includes Non-binary