

Monash University's response to the Independent Review into policies, procedures and practices in relation to issues of sexual assault and sexual harassment

As at October 2018, Monash University had fulfilled all nine recommendations from the Australian Human Rights Commission *Change the Course* survey, including undertaking an independent review of policies, procedures and practices in relation to issues of sexual assault and sexual harassment, and factors contributing to these issues in residential settings. An Independent Review conducted by Worklogic revealed many examples of best practice responses by the University, in addition to identifying important opportunities for development and improvement.

Here is how the University plans to implement the 33 recommendations made across five key themes in the independent review. The University commits to implement all recommendations by mid-2019, with the majority completed by December 2018.

Increasing student knowledge and awareness of support services and reporting avenues (recommendations 1 - 4)

Recommendation	Responsibility	Delivery	Action / Milestones	Impacts
(1) That additional work be undertaken to promote the support services and supporting pathways, and specifically the existence and roles of the SCU, OSC and RCU.	CCD	Jun 2019	<p>In addition to ongoing work to make students aware of support services and reporting avenues, we will:</p> <ul style="list-style-type: none"> expand existing promotional campaigns across all four campuses; build staff awareness of services through digital platforms such as Workplace; ensure a gendered lens is applied to promotion to ensure persons at greater risk of sexual violence are aware of services on- and off-campus; work with faculties to aid promotion to students in their second and subsequent undergraduate years, and students not living on-campus; review SCU and OSC website and other resources to ensure clear messaging on role, functions and processes, including the neutrality of both services. <p>To track student awareness over time, Monash will also conduct an annual student survey examining their awareness of support services and pathways. Based on the student survey conducted by Worklogic for the Independent Review, the annual survey will enable Monash to track student knowledge and awareness of support services and reporting avenues over the years.</p>	<p>Increased reports to university of sexual assault and sexual harassment.</p> <p>Improved student awareness of support services and reporting pathways in future surveys.</p> <p>Increase in students seeking support and services from the SCU, including both complainants and respondents.</p> <p>Better understanding by students of the role and functions of SCU, OSC and other avenues of complaint and support.</p>
(2) That the promotion targets in particular women, students in their second and subsequent undergraduate years, and students who are not living on campus.	CCD	Jun 2019		
(3) That SCU increases its efforts to promote its services and supports, increases its visible presence at campuses other than Clayton, and ensures that its services, publications and promotional material equally support students who make complaints and students who are the subject of complaints, to build its perceived independence and neutrality.	CCD	Jun 2019		
(4) That the OSC publishes more information about its role, functions and processes on the Monash website.	OSC	Mar 2019		

Clarifying the roles and inter-relationships of relevant complaint and support units (recommendations 5 - 9, 12)

Recommendation	Responsibility	Delivery	Action / Milestones	Impacts
(5) That Monash University creates a dedicated webpage for sexual assault and sexual harassment, with clear links to all resources and supporting units on the one page and a diagram representing different reporting options.	CCD	Mar 2019	CCD will coordinate key reporting and support services to create a single entry point for users to centralise web content.	<p>All new students at Monash are aware of the relevant complaint and support services.</p> <p>Staff and student leaders university-wide are equipped with the necessary skills to manage a critical incident off-campus.</p> <p>Diversity in resources will ensure all students connect with and understand consent.</p> <p>Specific resources for student groups at higher risk will deepen the relevance and impact of the communications.</p> <p>Improved mental health support for respondents and complainants in general misconduct cases.</p> <p>Improved coordination between the relevant units and supports that are already available at Monash.</p>
(6) That all students receive key messages on enrolment, by the required completion of the online module on respectful behaviour and watch the consent video.	SEBS CCD	Oct 2018	All newly enrolling students will be required to complete the <i>Respect at Monash</i> online course which sets behaviour standards for students, and includes the consent video.	
(7) That all faculty representatives and student leaders leading overnight study trips be required to complete the Responding to Disclosures of Sexual Assault training and Critical Incident Management training, consistent with the approach of TeamMONASH.	DVC & VP (Education) and HR	Feb 2019	Deputy Vice-Chancellor and Vice-President (Education) will work to ensure consistency in protocol concerning overnight trips university-wide, aligning practices with TeamMONASH, including the training recommended for leaders of overnight study trips.	
(8) That versions of the consent video specific to postgraduate students and to international students are developed, which confront openly and bravely the issues that they face, and that a culturally diverse student population is represented in all future videos and online training.	CCD	Jun 2019	CCD / RCU will: <ul style="list-style-type: none"> develop new consent resources specific to postgraduate students and to international students, with diverse representation; collaborate with MGRO to enhance training opportunities for HDR students and supervisors; co-design with international students a series of new resources to educate all students on sex, consent and wellbeing. 	
(9) That connections between the OSC, counselling and external crisis response are strengthened to ensure access to urgent support is available to respondents to disciplinary matters.	OSC	Feb 2019	OSC, counselling and other relevant units will work to improve the coordination and cross-referrals of their services and external crisis response, including: <ul style="list-style-type: none"> having counsellors attend hearings; 	

			<ul style="list-style-type: none"> • holding hearings on campus; and • conducting a trauma informed audit with the Blue Knot Foundation. 	
(12) That the reference to restorative justice conferences in the RNA App be deleted.	CCD	Oct 2018	<p>OSC, counselling and other relevant units will work to improve the coordination and cross-referrals of their services and external crisis response, including:</p> <ul style="list-style-type: none"> • having counsellors attend hearings; • holding hearings on campus; and • conducting a trauma informed audit with the Blue Knot Foundation. 	

Clarifying the Student General Misconduct Procedures and the Guidelines (recommendations 10 and 11)

Recommendation	Responsibility	Delivery	Action / Milestones	Impacts
(10) That when the Student General Misconduct Procedures are next reviewed, they are amended to refer to, define and explain “sexual harassment” (together with “harass” and “sexual offence”), to more clearly articulate that a student can make a complaint about sexual harassment that they experience from another student in a University context.	OGC	Dec 2018	OGC and OSC will establish a working group made up of key stakeholders to review the Student General Misconduct Procedures and the Guidelines. The Procedures and Guidelines will be amended in line with the Independent Review’s recommendations, and other input from internal stakeholders including students.	Student General Misconduct Procedures and Guidelines clearly cover sexual harassment, and explain key concepts, for easier student understanding.
(11) That the Guidelines refer to “sexual harassment” in their <i>Purpose</i> together with “sexual offence”, that “sexual harassment” is explained elsewhere in the Guidelines, and that the Guidelines are reviewed for clarity, application / enforceability, audience and other issues of importance, involving further consultation from staff with expertise.	OGC	Dec 2018	As above.	

Clarifying responsibility for the triage, investigation and management of complaints by students (recommendations 13 - 18)

Recommendation	Responsibility	Delivery	Action / Milestones	Impacts
(13) That clause 2.8 and 2.9 of the Student General Misconduct Procedures are amended, to remove faculties having any role in investigating or determining student misconduct matters which involve alleged sexual assault or harassment.	OGC	Dec 2018	As above, OGC and OSC will lead the implementation of these recommendations including establishing a working group of key stakeholders.	<p>Consistent, quality handling of student misconduct cases involving sexual assault and sexual harassment.</p> <p>Clarification of the staff responsibility to refer on reports of sexual assault and sexual harassment, as distinct from disclosures.</p> <p>Additional protections of student rights and additional supports for complainants and respondents participating in formal procedures.</p> <p>Improved reporting of allegations that clubs and societies become aware of.</p>
(14) That a formal distinction is made between a 'disclosure' of sexual assault or harassment and a formal 'report', and disclosure to SCU be quarantined from the general requirement under Student Misconduct Procedure for staff to report contact that is a breach of policy.	OGC	Dec 2018	OGC and OSC will establish a working group made up of key stakeholders to review the Guidelines and published information about SCU's handling of 'disclosures' and 'reports'. The Guidelines and published information will be amended in line with the Independent Review's recommendations, and other input from internal stakeholders including students. OGC will provide formal confirmation to SCU that disclosures made by students seeking support does not require SCU to make a formal report.	
(15) That Workplace Relations (only) is responsible for the factual investigation of students' allegations of sexual misconduct by staff members, either by internal or external investigation, due to its expertise and experience in staff misconduct investigations, and that the investigator takes the student's detailed statement in the presence of a representative of SCU or a support person of the student's choice.	OGC	Dec 2018	Workplace Relations, SCU, RCU and other relevant units are informed of the new practice whereby all factual investigation of students' allegations of sexual misconduct by staff members will be undertaken by Workplace Relations, with SCU or another support person (if the student wishes) being present in all student interviews.	
(16) Clubs and societies are required to report to SCU any allegation of sexual harassment or sexual assault.	OGC	Mar 2019	OGC to give formal direction to clubs and societies.	
(17) That students who are responding to allegations of conduct that also fall under the Crimes Act are informed of avenues for accessible legal advice.	OGC	Dec 2018	OGC and OSC to implement practice of informing respondent students of avenues for legal advice.	
(18) That proceedings in absentia are specifically allowed, so that the respondent cannot prevent the hearing occurring by not appearing, and the hearing will	OGC	Dec 2018	OGC to amend relevant procedures regarding proceedings in absentia.	

proceed even if the complainant or respondent is too unwell, traumatised or fearful to attend.				
--	--	--	--	--

Improving relevance, effectiveness and focus of training and supports for student groups at higher risk (recommendations 19 - 25)

Recommendation	Responsibility	Delivery	Action / Milestones	Impacts
(19) That SCU ensures that specific support is available to LGBTIQ students, Indigenous students and international students, including access to appropriate support persons.	CCD OSC	Dec 2018	SCU will ensure that the recommended specific supports are available.	<p>Increased reports to university of sexual assault and sexual harassment, particularly from LGBTIQ, Indigenous and international students.</p> <p>Specialised support available for LGBTIQ, Indigenous and international students who experience sexual harassment or sexual assault.</p> <p>Excellent, diverse and inclusive events and training are provided, which all students connect and engage with.</p> <p>Additional information and resources will inform and empower groups of students who are at heightened risk, as recognised by the HREOC report.</p>
(20) That the training session on 'managing the supervisor relationship' is made compulsory for HDR students and supervisors, and fully explores the breadth of difficult issues and scenarios that can arise, together with information and strategies on how to respond, duty of care, victimisation, and professional obligations.	Vice-Provost (Faculty & Graduate Affairs)	Feb 2019	CCD and Vice-Provost (Faculty & Graduate Affairs) will review mandatory training for HDR supervisors and students, and implement the recommended improvements.	
(21) That Monash consider developing LGBTIQ-specific resources about respectful behaviour, like the consent video.	CCD	Jun 2019	CCD will engage the <i>Pride in Diversity</i> and the MSO Queer Officers to explore the best ways to develop LGBTIQ-specific resources about respectful behaviour.	
(22) That the SCU and Yulendj Indigenous Engagement Unit continue to build referral pathways, connections, referrals and support opportunities.	Pro Vice-Chancellor (Indigenous)	Feb 2019	Yulendj Indigenous Engagement Unit will be informed of this recommendation and encouraged to build referral pathways, connections, referrals and support opportunities with CCD and SCU. They will be asked to report back to CCD on their learnings.	
(23) That there be mandatory, uniform training, including specific information about consent, the particular risks of sexual harassment and assault, reporting and support options overseas or off-campus, LGBTIQ issues (noting that students arrive from some	CCD Study Abroad DVC & VP	Jun 2019	The recommended training will be developed by the responsible offices and made mandatory for: <ul style="list-style-type: none"> all students going overseas, inbound students on orientation, and all students undertaking placements. 	

countries in which homosexuality is discouraged or even criminal, such as Malaysia) and other Respect Now Always content, for: <ul style="list-style-type: none"> all students going overseas, inbound students on orientation, and all students undertaking placements.	(Education) Vice-Provost (Faculty & Graduate Affairs)			Units within Monash work seamlessly together to deliver best practice in connecting with, training and supporting students in at-risk groups. Students are actively included in the development and delivery of resources.
(24) That ongoing information is provided to international students during the course of the academic year (after Orientation), including sexual health and consent webinars tailored for overseas students, which state that if students make a disclosure of sexual assault or harassment, this information will not be shared with their parents or faculty without their consent.	CCD	Jun 2019	CCD will develop sexual health and consent resources for overseas students, and provide this and other information to international students throughout the academic year.	
(25) That international students are actively encouraged to deliver training and resources, to increase student involvement (such as RNA Day).	RCU	Dec 2018	CCD and RCU will continue to involve a diverse range of students at all stages of program and event development, and provide more opportunities for students to co-design and deliver resources.	

Providing continuous opportunities for student learning at university residences (recommendations 26 - 33)

Recommendation	Responsibility	Delivery	Action / Milestones	Impact
(26) That Monash Residential Services (MRS) create regular, informal channels for refresher training and/or to initiate peer-led discussions about local sexual culture and reinforce all students' right to have their personal choices respected (including discussion opportunities for international students).	MRS	Mar 2019	Refresher training and regular peer discussions, as recommended, will commence in 2019. MRS will schedule in March each year the training and peer discussions to take place over the duration of the academic year.	Increased disclosures and reports of inappropriate behaviours to MRS staff. A greater willingness to speak up within the community when residents witness inappropriate behaviours.
(27) That MRS Heads and residential advisers (RAs) are offered training in managing privacy and confidentiality,	MRS	Mar 2019	MRS will ensure that Heads and RAs are offered the recommended training. In addition, MRS will continue to build	

leadership of a healthy culture and complaints-handling.			on existing relationships with key stakeholders including RCU, SCU and OSC to ensure clarity of information to residents.	<p>An ongoing strengthening in the cultures of university residences, which actively discourages sexual harassment, sexual assault and risky behaviours.</p> <p>Alignment and strengthening of training, prevention and response connected to disclosures of sexual assault and sexual harassment across MRS and Mannix.</p> <p>Reduction in high-risk alcohol consumption amongst students living on-campus.</p> <p>Eradication of hazing.</p>
(29) That MRS affirms an environment that encourages people to speak up about inappropriate behaviours and protects them when they do.	MRS	Mar 2019	MRS will make this affirmation in various communications with students, including posters, email, social media, website, and at events.	
(32) That Mannix and MRS work together to develop and communicate to students a stand-alone policy on hazing, which prohibits all practices and activities that are objectively degrading, demeaning, humiliating or put a student at physical, psychological, emotional risk.	MRS	Dec 2018	MRS and Mannix will co-design and communicate a hazing policy including the recommended elements.	
(28), (30), (31) and (33) That feedback from stakeholders is passed on to Mannix College.	MRS	Dec 2018	All relevant feedback from stakeholders will be passed to Mannix College regarding: <ul style="list-style-type: none"> • responding to reports of sexual assault and sexual harassment and training for RAs; • RA training is passed on to Mannix College; • preventing hazing is passed on to Mannix College; • drinking culture. 	

Additional actions identified by the Vice-Chancellor's Respect, Now, Always Advisory Committee

In considering the above recommendations, the Vice-Chancellor's Respect, Now, Always Advisory Committee, identified a further set of actions in support of the University's overall efforts to eliminate and prevent sexual assault and sexual harassment. These are detailed below:

Recommendation	Responsibility	Delivery	Action / Milestones	Impacts
(34) That Monash University's expectations in relation to safety and support are communicated to, and agreed by international partners.	VC, with support of DVC (Global)	Dec 2018	Vice-Chancellor will issue communications with international partners by the end of 2018.	All international partners are aware of Monash University's expectations.
(35) That support and response pathways are communicated widely, as related to specifically to complainants and respondents	CCD		CCD will coordinate key reporting and support services to create a single entry point for users to centralise web content, and as tailored to complainants and respondents.	All students are aware of the relevant support and response services.