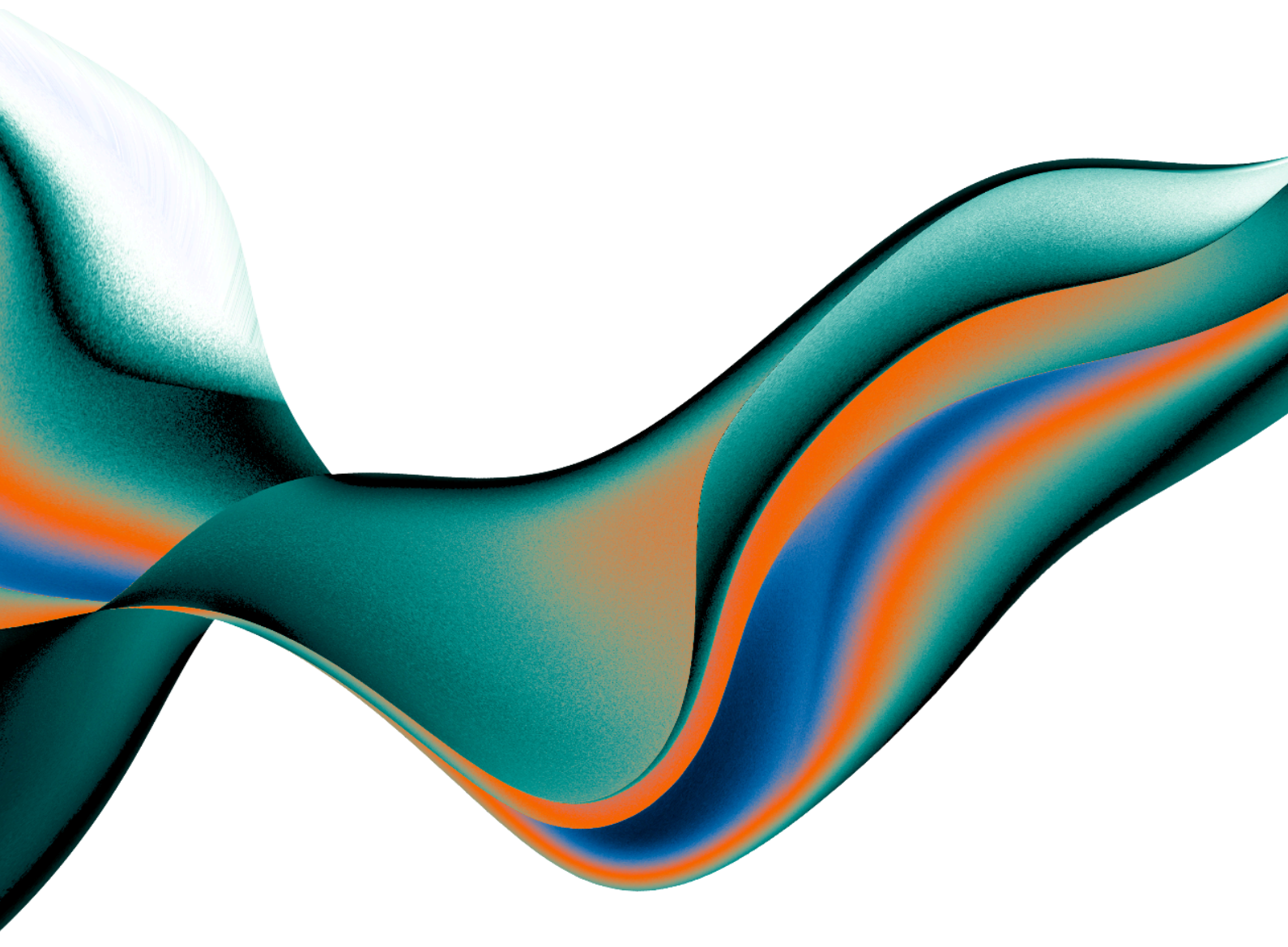




MONASH
University

Sexual Harm
Prevention and Response
Annual Report 2023



Acknowledgement of Country

Monash University recognises that its Australian campuses are located on the unceded lands of the people of the Kulin nations, and pays its respects to their elders, past and present.

For Monash's other campuses, delivery locations and where we have a presence, the University recognises the Indigenous peoples of these lands.

Acknowledgement of victim-survivors

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

Content note

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

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

Members of the wider community can contact:

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

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Background

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

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

Monash University has undertaken key institutional reforms to ensure optimal prevention of and response to gender-based violence and sexual harm within our community particularly between 2016 and 2022. This includes:

- establishing the [Respect at Monash Committee](#), led by senior University staff to govern and oversee Monash University's prevention of sexual harm and gender-based violence initiative;
- establishing a dedicated sexual and gender-based violence prevention team. Now situated within the broader [Equity, Diversity and Inclusion](#) team within the Education Portfolio, our dedicated prevention team implements an intersectional, whole-of-Monash Group approach to the prevention of sexual harm and gender-based violence;
- development of anonymous reporting platforms for both students and staff;
- the development of a stand-alone Sexual Misconduct Response Procedure in 2019, with Monash committed to an ongoing cycle of monitoring and evaluation of these documents, with a review period currently underway as of late 2022 to expand across the Monash Group; and
- launching the [bSafe App](#), which offers support, resources, safety information and reporting options for students.

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

Throughout 2022 and 2023, the University implemented a range of specific actions and initiatives stemming from the second national survey into the experiences of sexual harassment and sexual assault by students' on university campuses across Australia - the [National Student Safety Survey](#) Action Plan (see page 6).

Governance

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

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

- Best-practice, evidence-based primary prevention initiatives;
- Trauma-informed and victim-centric support and response services; and
- A continual cycle of review, evaluation and refining of all policies, procedures and actions undertaken.

In the initial phase of the RNA initiative (2017-2022), the RNA Advisory Committee was focused on overseeing the implementation of the recommendations from the Change the Course Report, and Monash University's own Independent Review conducted in 2018. Monash University successfully implemented all of the recommendations, and began undertaking additional work to exceed these initial goals.

In the second phase (2022-2024), the University re-focused its efforts in light of the findings of the [2021 National Student Safety Survey](#). In response to the survey findings, Monash University created an [action plan](#), and has worked tirelessly across 2022 and 2023 to implement action items, with a particular focus on increasing intersectional practice.

Monash University's third phase (2024 - onwards) will focus on embedding prevention and response practice through a whole-of-Monash Group approach. Other focuses will be informed by further reviews and evaluations into the University's prevention and response initiatives at the time. This will be further supported through the new *Strategic Commitment to Gender-based Violence and Sexual Harm Prevention and Response* [\[link forthcoming\]](#) finalised in 2024.

Sexual Abuse and Sexual Harassment Taskforce - Monash University Indonesia

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

National Student Safety Survey Action Plan 2022 - 2023

Monash remains committed to accountability and transparency with our community and beyond in relation to the prevention of sexual harm and gender-based violence. Insights from the 2021 National Student Safety Survey ('NSSS'), which measured the prevalence of sexual assault and sexual harassment among university students, strengthened our resolve to deliver evidence-based prevention initiatives as well as best practice response and support. The findings of both surveys have improved our understanding of the context in which sexual assault and sexual harassment occurs on our Australian campuses, and our understanding of students' help-seeking and reporting behaviours.

The NSSS outlined a range of key avenues for continued action to support the sector in prevention. Monash drew on the findings of the NSSS to develop an action plan which targeted our prevention and response work to areas requiring greater intervention. A total of 85 action items were committed to, representing Monash's ambitious approach to addressing sexual harm in our community.

Throughout 2022 and 2023, the University implemented a range of specific actions and initiatives stemming from the NSSS Action Plan. Key highlights include:

- The pilot of **Dating in Australia** for international students at Monash University Australia; a workshop program developed to address the lower rates at which international students report sexual harm. This program is being [continued into 2024](#) as part of the University's broader suite of primary prevention training initiatives.
- Expanding early intervention and tertiary prevention strategies through establishing the **Revisiting Respect module**.
- Solidifying our commitment to intersectional prevention and response strategies through embedding **ongoing training for responders of sexual harm** in culturally responsive practice and underpinning our prevention training offerings with an intersectional lens.
- Increasing **communication of support services and report options** throughout the student lifecycle. This includes displaying report options and support services in the first session of all first-year classes, inserting promotional banners in the student learning system, and reinvigorating our on-campus social messaging campaign displaying report and support services on digital screens.

A summary of actions and outcomes achieved under the NSSS Action Plan is detailed at [Appendix 1](#).

The NSSS Action Plan concluded at the end of 2023, with near full completion of all action items. Outstanding action items continue to be worked on in 2024, or rolled into broader reviews to facilitate more robust institutional change.

Monash recognises that the conclusion of the NSSS Action Plan does not mean that our work to address sexual harm is finished. Much of the work completed under the NSSS Action Plan has been incorporated into our ongoing prevention and response work. Our continuing commitment to this work is publicly reflected in our [Strategic Commitment to Gender-based Violence and Sexual Harm Prevention and Response](#), and the supporting [Action Plan](#).

Prevention

Role of Equity, Diversity and Inclusion

In 2018, Monash University established a dedicated prevention of sexual and gender-based violence team - Respectful Communities. Created as an interdisciplinary team of staff with diverse backgrounds, lived and living experiences and perspectives, with dedicated expertise in the prevention of sexual harm and gender-based violence, the team has engaged the student community and academic experts to further enrich inclusion and prevention initiatives.

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

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

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

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

efforts in primary prevention, but also supports secondary and tertiary prevention; and works across all levels of the socioecological model.

Throughout 2023, the team's prevention work was directed by the [NSSS Action Plan](#), which comprises 85 action items focused on the following priority areas:

- Fostering safe and respectful spaces;
- Awareness raising;
- Governance, coordination, support structure and system development; and
- Capacity building.

In 2024, their ongoing work is directed by the [Strategic Commitment to Gender-based Violence and Sexual Harm Prevention and Response](#), and the supporting [Action Plan](#).

Training Highlights

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

The 2023 training highlights, specifically focused on the prevention of sexual harm and gender-based violence, are:

Program	2022 Completions	2023 Completions	2023 Evaluation & Metrics
<p>Respect at Monash (coursework) module at all campuses</p> <p>Compulsory online module helping all students understand what it means to be a respectful member of the Monash community and how to promote an inclusive and diverse culture on-campus.</p>	30,396	31,383	<p>As a result of completing the training:</p> <p>96% of students (73% pre-survey) agree or strongly agree that they know which support services are available to them as a student at Monash.</p> <p>95% of students (87% pre-survey) agree or strongly agree that they know what steps they can take to safely engage in online relationships.</p> <p>95% of students (84% pre-survey) agree or strongly agree that they feel confident intervening as an active bystander when they have observed harmful behaviour.</p> <p>96% of students (89% pre-survey) agree or strongly agree that they understand how Monash fosters a safe and respectful community.</p> <p><i>Note: updated learning outcomes from 2022 report in line with updated online module.</i></p>
<p>BRIGHT (Bystander, Respect, Intimate Partner Violence and Gender in Higher Education Training) at Monash University Australia</p> <p>Peer-led, interactive training session aimed at student leaders seeking to support respectful relationships and gender equality in our community.</p>	766	791	<p>As a result of completing the training:</p> <p>98% of students had knowledge on how to prevent gender-based violence (47% pre-survey).</p> <p>98% of students understand how to be an active bystander in preventing gender-based violence (57% pre-survey).</p> <p>98% of students know the support services available at Monash (69% pre-survey).</p>

Sexpectations at Monash University Australia	2,133	2,575	As a result of completing the training:
Compulsory online module for all commencing residential students at Monash Residential Services (Clayton and Peninsula campuses) and Mannix College focused on teaching affirmative consent, safer sex and principles of respectful relationships.			90% of students agreed or strongly agreed that they had a better understanding of the signs of healthy and unhealthy relationships.
			94% of students agreed or strongly agreed that they had a better understanding of support services at Monash University.

Other training highlights include:

- Undertaking numerous consultations with other tertiary education providers within Australia to provide advice on establishing prevention strategies that promote healthier, more diverse masculinities. This follows our sector-first interactive workshop series **The Masculinities Project**.
- The continuation of **Flip the Script** at Monash University Australia, a peer-led, interactive workshop series empowering young self-identified women students to trust their judgement and overcome social pressures to be nice when their sexual integrity is threatened. It is the only higher education program in existence which has been [evaluated in a clinical trial](#) to show a reduction in sexual harms. The program was delivered at the Clayton campus in 2023. Monash is participating in an evaluation of the Flip the Script program in partnership with La Trobe University and the Australian National University to assess the feasibility of implementing the program into the Australian University context (including recruitment, retention, fidelity). Nine interviews with Monash participants have been conducted as part of the evaluation. Analysis is currently underway. In addition, Monash hosted the second train-the-trainer program in Australia in January 2023 to allow new staff members across Australian universities to be upskilled in the program.
- Training programs reviewed and updates in 2023:
 - **Responding to Disclosures of Sexual Harm** - Revised online module to incorporate more recent research insights into best practice and move towards video-based learning to facilitate greater engagement and retention of content.
 - **Respect at Monash module suite** - Updated online video-based modules for coursework students and higher degree by research students across the Monash Group. To better align with our whole-of-institution approach to the prevention of gender-based violence, module content was kept as similar as possible across both cohorts, and with context-specific content for Australia, Malaysia and Indonesia.
- New training programs developed:
 - An **Indonesia-specific adaptation of the Respect at Monash module** developed with input from the Monash Indonesia Sexual Abuse and Sexual Harassment Taskforce was launched at Monash University Indonesia as of 2023.
 - **Dating in Australia:** Delivered a pilot training program in collaboration with English Connect to 22 students. This in-person program focuses on international students at Monash University Australia and their unique needs to understand contextual norms of dating in Australia, accessing sexual health services, recognising behavioural and sexual misconduct and the relevant reporting options and support services. The pilot program evaluation was promising with participants' responses demonstrating an

increase in knowledge about where to seek support for sexual health, increase in knowledge about reporting options for inappropriate behaviour and increased likelihood of accessing support services for both.

- **Revisiting Respect:** new online module designed to change the attitudes and behaviours of perpetrators. Assigned as a consent penalty to respondents of sexual misconduct proceedings, Revisiting Respect utilises invitational narrative practice and empathy building to reduce the likelihood that participants will re-engage in harmful sexual behaviour. The Safer Community Unit and Student Conduct and Complaints work with participants to review their reflective responses from the module to achieve greater behaviour change.
- Additional training completion numbers include:
 - 1,082 staff and students completed the online **Responding to Disclosures of Sexual Harm module**.
 - 4,011 staff completed the **Respect at Monash: for staff** online module.
 - 1,092 higher degree research students completed the **Respect at Monash: for research students module**, with tailored content specific to their cohort.

Engagement Highlights

In addition to training programs and modules, the Equity, Diversity and Inclusion team engages students and staff across Monash and the wider community in prevention through a series of activations and campaigns. The 2023 highlights include:

Activity	Key Metrics
<p>Respect at Monash Week</p> <p>Monash’s annual week of activities, held concurrently across our Australian campuses, to educate the student and staff community on the prevention of gender-based violence.</p> <p>In 2023 the theme of the week at Monash University was <i>Embracing Boundaries: Building respectful relationships</i>, which focused on inviting reflection on physical, emotional and digital boundaries as a way of building respectful relationships.</p> <p>In 2023 Respect at Uni Week was also hosted at Monash University Malaysia for the first time.</p>	<p>210 participants were engaged in a pop-up activity that explored building boundaries. The pop-up covered all of the Australian campuses with activation occurring for 5 hours at each campus on designated activation day.</p> <p>73% of participants who completed the feedback form agreed that they would implement some changes in their day-to-day life in response to what was discussed at the stall about embracing boundaries in relationships.</p> <p>1065 visits to the Respect at Monash Week Australia website (note: Monash University in Malaysia created their own site in alignment with Monash University in Australia).</p> <p>39,275 students opened/read the welcome email about the Respect at Monash initiative and the week.</p> <p>25,000+ reached across Instagram and Facebook campaigns, 1532 users actively engaged with the campaign (liked, clicked, watched, shared).</p> <p>600+ students at Monash University Malaysia attended a 2-day 'No Means No' event hosted in partnership with their local Counselling service to amplify discussions about consent.</p>

Other engagement highlights include:

- Equity, Diversity and Inclusion hosts a comprehensive **orientation engagement** campaign for semester one and semester two across Australian campuses. In 2023, more than 2,700 students (17.39% increase from 2022) engaged in a conversation with a peer about respect and safety on-campus as part of this initiative.
- The Monash Indonesia campus held its **inaugural [Equity, Diversity and Inclusion month](#)** in October 2023, co-organised by Monash Indonesia’s Engagement Committee; Education Technology and Academic Services; and Herb Feith Indonesian Engagement Centre.
- The **Monash bSafe app**, which provides comprehensive safety, support and respect information for students and staff, was downloaded more than 6,100 times across 2023 (4.7% decrease from 2022).
- **Respect at Uni Week:** Monash University’s sixth iteration of Respect.Now.Always Week was renamed Respect at Uni Week, marking a sector-first collaboration with universities across Victoria to express a shared commitment to the prevention of sexual harm. Monash led eight other Victorian universities including RMIT, Swinburne, La Trobe, ACU, Deakin, Melbourne, Victoria University and Torrens in an aligned ‘Respect at Uni Week’ campaign which included both in-person and online components, open to students across all Australian university campuses.

- **Primary Prevention of Sexual Harm in the University Sector - Good Practice Guide:** Monash University provided significant contributions to the [Primary Prevention Good Practice Guide](#) commissioned by Universities Australia. The Equity, Diversity and Inclusion team contributed to research, writing and case study selection for the guide which aims to drive collaboration between primary prevention practitioners and dismantle the values, norms, practices, and structures that enable gender-based violence and sexual harm in university communities.
- **Inclusion and Prevention Newsletter:** 814 students opted in to receive updates about inclusion and prevention work at Monash University in 2023 (105.56% increase in the number of subscribers from 2022 to 2023).
- **Sexual health:** The *Our Sexual Health module*, developed in partnership with the Monash University International Student Service (MUISS) to increase international students' knowledge of sexual and reproductive health and services, continues to be offered to all students by the University Health Services, in support of their health promotion campaigns.
- **Production of Bumble Video series:** The Equity, Diversity and Inclusion team collaborated with Professor Asher Flynn and Bumble's Head of Public Policy, Mahima Kaul to develop a series of 15 short informative videos slated for release in 2024. These videos aim to educate the community about the landscape of online dating, emphasising safety considerations and avenues for support in navigating virtual relationships. Additionally, the content addresses the concerning issue of sexual harm online, aiming to raise awareness and validate the impacts virtual experiences can have on victims-survivors of technology-facilitated abuse.

Response

Role of the Safer Community Unit

What is Sexual Harm?

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

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

Global approach

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

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

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

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

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

For Monash students and staff at the University's two partnership sites (Monash Suzhou, including the Southeast University-Monash University Joint Graduate School in Suzhou, China, and at the Indian Institute of Technology Bombay (IITB)-Monash Research Academy in Mumbai, India), support is available from senior local staff and/or from the local partner institution as applicable, with SCU providing any necessary coordination, advice and support.

Response principles

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

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

Role of Human Resources

Human Resources may be contacted directly by staff and others (who may be external to the University) seeking advice, support or to report sexual harms perpetrated by a staff member, and works in conjunction with SCU on all reports of sexual assault and any sexual harm reports that involve students.

Australia: History of data sharing

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

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

Australia: Sexual Harm Reports

Incidents not connected to Monash University

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

In 2023, SCU assisted victim-survivors with **23 off-campus incidents of sexual harm not connected to the University**. Figure 1 breaks this down by sexual assault and sexual harassment.

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

Figure. 1

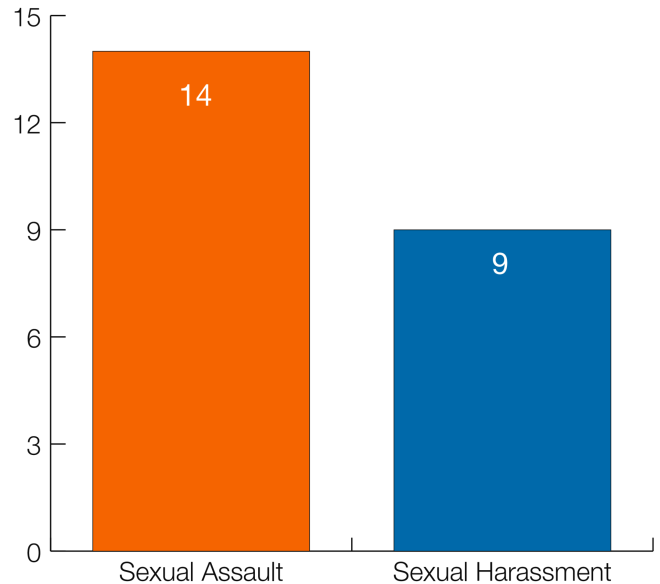
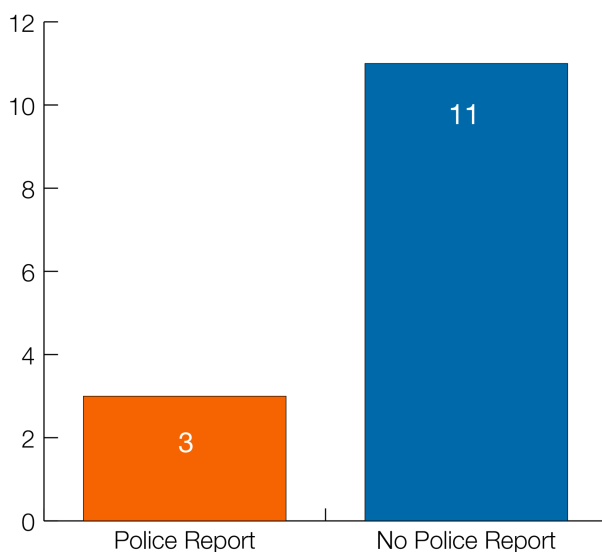


Figure. 2

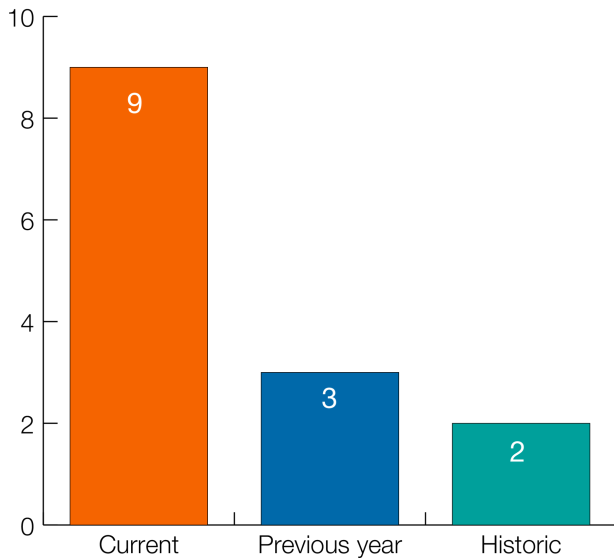


Sexual assault: police report

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

Figure 2 illustrates how many of the **14 off-campus incidents of sexual assault not connected to the University** resulted in a police report being made by the victim-survivor.

Figure. 3



Sexual assault: recency

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

Figure 3 illustrates the **14 off-campus non-Monash incidents of sexual assault** by reporting timeframe. 'Current' denotes incidents which were disclosed or reported to the University within the same calendar year (i.e. the incident occurred in 2023, and was reported/disclosed to the University in 2023). 'Previous year' denotes incidents which occurred in 2022 and were disclosed or reported to the University in 2023. 'Historic' denotes incidents which occurred prior to 2022, and were disclosed or reported to the University in 2023.

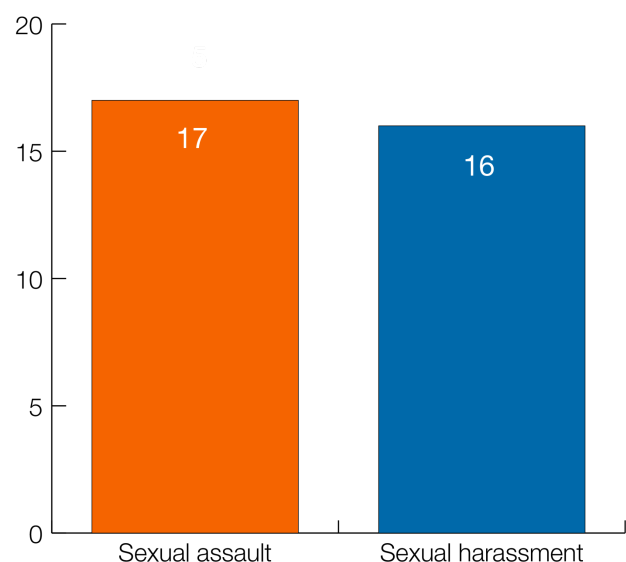
Supporting third parties who receive disclosures

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

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

Figure 4 illustrates the **33 third party reports** of sexual harm that SCU assisted with in 2023 by category - either sexual assault or sexual harassment.

Figure. 4



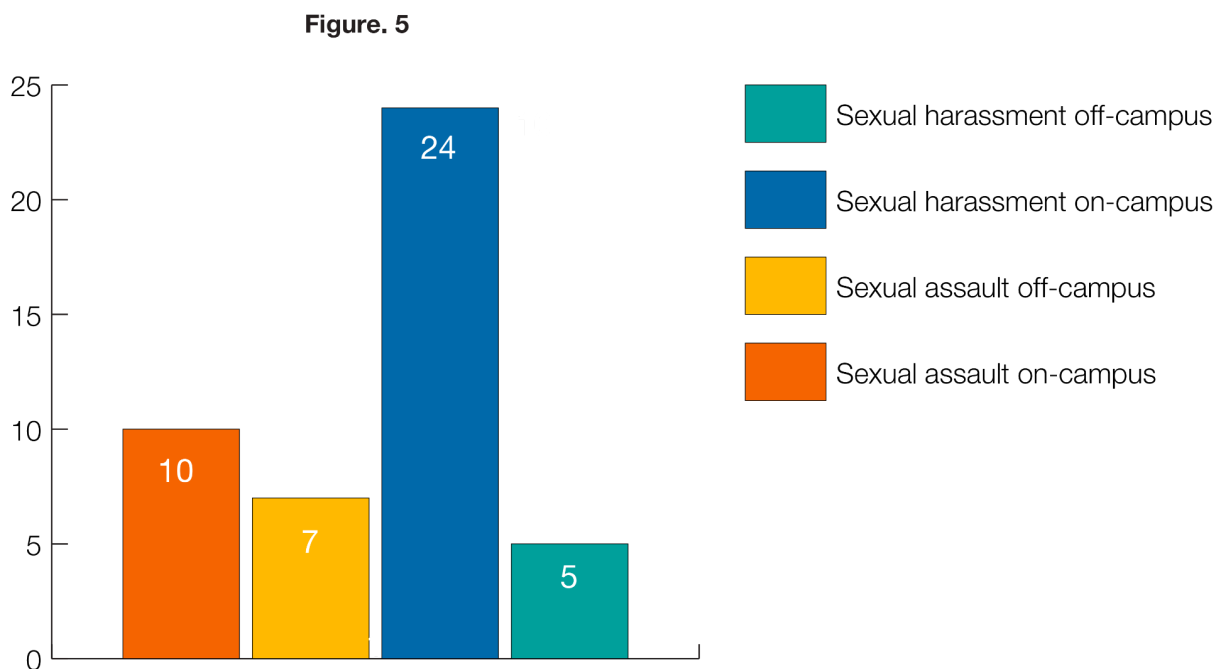
Reports/disclosures within Monash jurisdiction

The University's disciplinary frameworks (student general misconduct and staff misconduct) are limited to behaviour that occurs:

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

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

Figure 5 breaks down the **46 sexual harm reports/disclosures to the University that were within jurisdiction** in 2023 by category and location - either sexual assault or sexual harassment. *Note that disciplinary action does not automatically proceed for all cases that are within jurisdiction - see Figure 8.*



Sexual assault: police report

Figure 6 illustrates how many of the **sexual assault reports/disclosures to the University that were within jurisdiction** in 2023 resulted in a police report being made by the victim-survivor.

Figure. 6

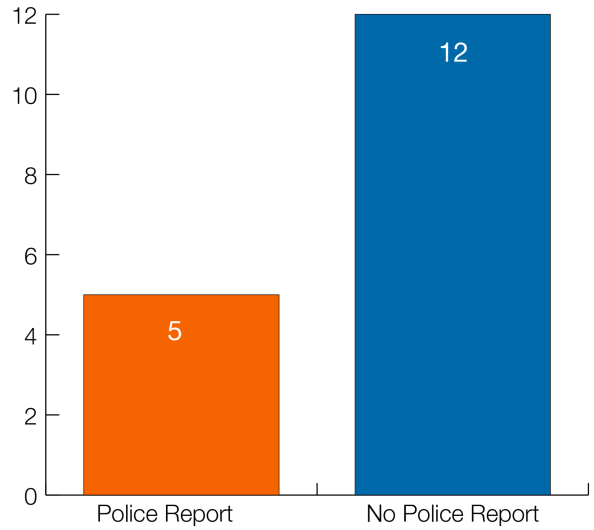
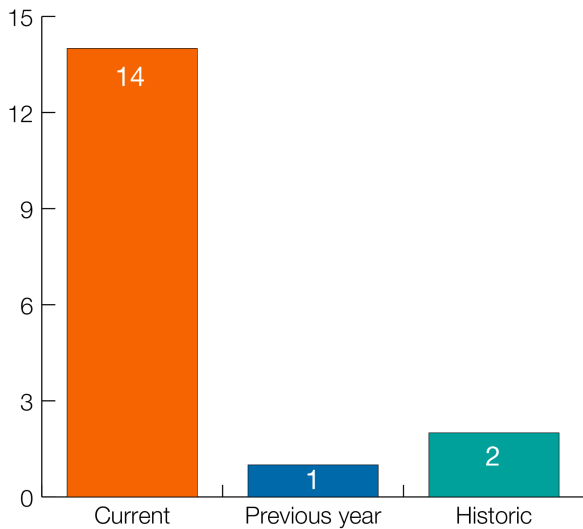


Figure. 7



Sexual assault: recency

Figure 7 illustrates the **17 sexual assault reports/disclosures to the University that were within jurisdiction** in 2023 by reporting timeframe. 'Current' denotes incidents which were disclosed or reported to the University within the same calendar year (i.e. the incident occurred in 2023, and was reported/disclosed to the University in 2023). 'Previous year' denotes incidents which occurred in 2022 and were disclosed or reported to the University in 2023. 'Historic' denotes incidents which occurred prior to 2022, and were disclosed or reported to the University in 2023.

Sexual Harms: Formal reports for disciplinary action

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

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

Figure. 8

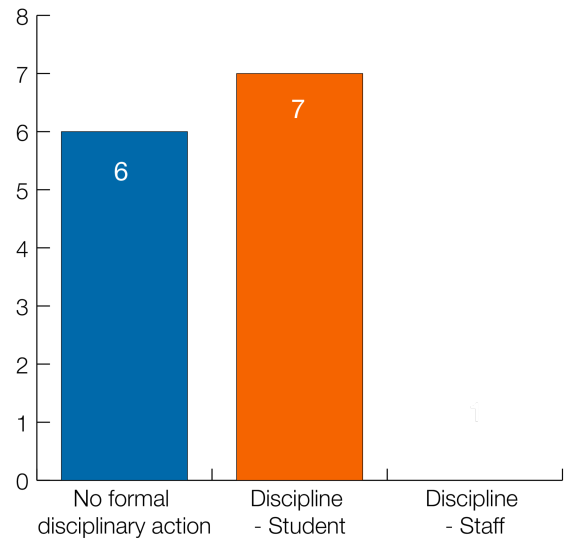


Figure 8 above illustrates the breakdown of **13 sexual assaults disclosed within Monash University’s jurisdiction** and how they were formally managed in accordance with the victim-survivor’s wishes.

Figure. 9

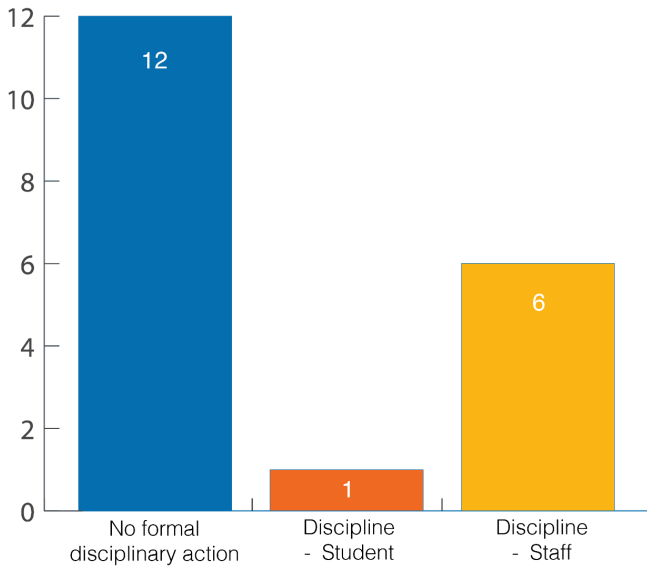


Figure 9 breaks down how the **19 sexual harassments within Monash University’s jurisdiction** were formally managed in accordance with the victim-survivor’s wishes.

Australia: Student Disciplinary Outcomes

In 2023, Student Conduct and Complaints (SCC) received **8 formal reports of sexual harm** occurring across Australian locations, or during a University activity. These reports included:

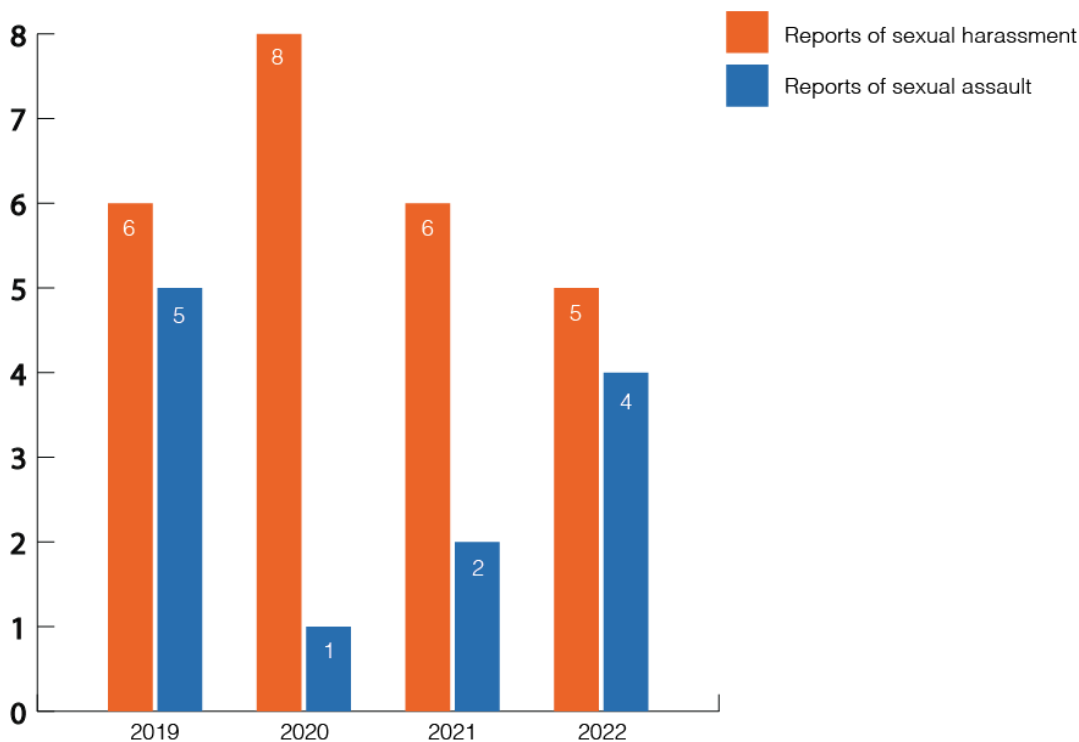
- 7 reports primarily consisting of allegations of sexual assault; and
- 1 report primarily consisting of allegations of sexual harassment.

Additionally, SCC managed **4 matters involving sexual harm** where a formal report was not made to the University – or the conduct comprised more than one incident and not all incidents had been the subject of a formal report – however the alleged conduct disclosed to Monash posed a serious risk to the health and safety of the Monash community. In each of these cases, conduct amounting to sexual harm had occurred over a prolonged period and impacted multiple members of the community. Monash determined that it was necessary to take action to address the risk posed to its community in each of these cases, despite the wishes of the victim-survivor. One matter involved conduct impacting students at an Australian campus and also the Malaysia campus.

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

The 11 students who responded to sexual harm matters at Australian campuses represent a small fraction of the total number of enrolled students in 2023 (almost 75,000 students enrolled at Australian teaching locations). The reports indicate a small increase in sexual harm reported to SCC over the preceding four years - see **Figure 10**.

Figure. 10



The University considers any increase in disclosures and reports as a positive indication of confidence in the University's support services and reporting pathways, and critically notes that levels of reports received by the University are considerably lower than incident data from both the Change the Course Report and the NSSS Report.

All **11 matters involved male¹ respondents**, with seven respondents being international students and four being domestic students.

Four of the reports were referred to the Student Misconduct Panel, and one report was decided by the Responsible Officer. Four reports were partly upheld, meaning at least one or more allegations were proven against the respondent, and penalties were imposed, including three suspensions. One report was dismissed with no finding of misconduct being made.

Three reports could not be progressed due to the following reasons:

- one report was withdrawn by the victim-survivor and not pursued at their request; and
- the respondents in two reports discontinued their courses of study after being notified of the allegations against them.

One respondent who discontinued their course of study was an exchange student and their home institution was notified of the allegations against them.

In the matters pursued independently by the University due to the serious risk posed to the health and safety of the Monash community, three students were excluded. The risk posed by one student was managed through conditions being placed on their enrolment, including monitoring and a requirement to undertake an intensive face-to-face behaviour change program.

Australia: Staff Disciplinary Outcomes

In 2023, Monash HR received **eight formal reports of sexual harassment** where the respondent was a staff member. There were no formal reports of sexual assault where the respondent was a staff member in 2023.

Monash HR conducts preliminary inquiries into all formal reports of sexual harm by a staff member and, having regard to the wishes of the victim-survivor and the risk to the health and safety of the Monash community, recommendations are made about how the allegations will be managed. This may be through implementation of risk management strategies such as training or non-disciplinary counselling, or commencing formal disciplinary proceedings in accordance with the Enterprise Agreement. The University may impose one or more outcomes as a result of a reported sexual harm, as reflected in the following outline.

Of the **8 formal reports against staff members**, 3 were subject to formal disciplinary proceedings. All 3 reports were substantiated and, on that basis:

- 2 respondents were dismissed;
- 1 respondent's fixed-term contract was ending within two days of the findings, and the respondent was notified that they would otherwise have been dismissed.

Of the 5 remaining reports, preliminary inquiries concluded with the following findings and/or recommendations:

- 1 respondent's fixed-term contract had already concluded when the report was received, precluding initiation of formal disciplinary proceedings. There was sufficient documentary evidence for the University to determine to write to the respondent to advise they would not be offered any future employment with the University.

¹ For the purposes of this report, male has been used as the 'gender' identifier per the students' enrolment record. Currently Monash's enrolment system only allows for 'gender' data to be captured as male, female or gender X which aligns with legislated Government reporting requirements. The University recognises this is imperfect, and does not provide a true reflection of gender identity or sex.

- 2 reports had already been appropriately managed through local, non-disciplinary counselling.
- 2 reports were substantiated in-part, but the conduct did not meet the threshold for formal disciplinary proceedings. Recommendations were made and implemented for non-disciplinary counselling of the respondents.

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

Australia: Centres Against Sexual Assault

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

In 2023, SECASA provided a Clayton Campus based specialist sexual assault counsellor three days a week.

In 2023 the SECASA counsellor had the following student contact:

- **72 students**
- **170 appointments.**

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

Pilot - Creativity to Cope with Trauma: Art Therapy Group at Monash University

In 2023, the Creativity to Cope with Trauma program, an expressive Arts Therapy Group facilitated by SECASA, was piloted at Monash University. The purpose of the group was to provide a complementary component to trauma informed therapy to reveal unexpressed emotions and enhance the healing process. The group consisted of seven participants with the program taking place over six weekly sessions of two hours. The program was evaluated using a mixed methods approach of pre- and post-group self-evaluation assessments, qualitative interviews and observations and documentation.

The evaluation concluded that the program:

- provided a safe and supportive environment for participants to express themselves creatively, explore their emotions, and develop coping skills to deal with the effects of trauma;
- provided participants with an opportunity to connect with others in the group, reducing feelings of isolation; and
- successfully reduced trauma-related symptoms and improved overall well-being among the participants.

Malaysia: Sexual Harm Disclosures, Reports and Disciplinary Outcomes

Student Reports

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

Reports/disclosures outside jurisdiction

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

In 2023, SAS assisted victims-survivors with **2 off-campus incidents of sexual harm not connected to the University**. Of these, 1 was a sexual assault and 1 was sexual harassment.

Reports/disclosures within Monash jurisdiction

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

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

SAS received **1 disclosure of sexual harassment**, and provided advice to the victim-survivor in relation to reporting options and offered referrals to relevant support services. The victim-survivor chose not to make a formal report and no disciplinary action was taken by the University.

SAS received **1 sexual harm report** that was managed by SCC under the University's disciplinary process. The report comprised allegations of sexual harassment from multiple victim-survivors against a male respondent. The matter was also reported to Malaysian Police. The investigation of the report was suspended by SCC due to the ongoing police investigation. The respondent subsequently graduated before the investigation could continue; should the respondent re-enrol at any Monash location in the future, the student misconduct investigation will resume.

A further **3 reports of sexual harassment** – related to the same respondent – were received by SAS and referred to SCC for investigation. It was identified that the respondent had commenced a postgraduate course at an Australian teaching location and allegedly engaged in similar conduct. Given the nature of the conduct and the impact it had on multiple members of the Monash community, these reports were managed through a risk management process on the basis that the respondent posed a serious risk to the health and safety of Monash students. As a result of that process the student was excluded from Monash University.

Staff Reports

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

In 2023, Monash Malaysia HR received **1 formal report of sexual harassment** where the respondent was a staff member. There were no formal reports of sexual assault where the respondent was a staff member in 2023.

The formal report of sexual harassment was subject to formal disciplinary proceedings. The report was substantiated and disciplinary action taken against the staff respondent.

Indonesia: Sexual Harm Reports and Disciplinary Outcomes

Disclosures and reports of sexual harm are managed by the Monash Indonesia Sexual Abuse and Sexual Harassment Taskforce. No reports were received in 2023.

2024 Priorities

- 1. Strategic Commitment to Gender-based Violence and Sexual Harm Prevention and Response:** In 2023, work commenced to develop a new strategic commitment to the prevention of sexual harm and gender-based violence at Monash. This Commitment will underpin and guide all of Monash's work in this space following fulfillment of the NSSS Action Plan. The Commitment takes a whole-of-institution approach, speaking to both students and staff, and connects directly to other Monash strategic documents such as the Equity, Diversity and Inclusion Framework; recognising the fundamental link between equity and inclusion, and the prevention of sexual harm and gender-based violence. Specific activity to fulfil the objectives of the new Commitment will be informed by evidence and documented in a supporting enabling plan as well as the annual Sexual Harm Prevention and Response Report. This approach helps ensure that commitment continues to be translated into action, and Monash maintains its proactive, innovative and sector-leading approach. The [Strategic Commitment to Gender-based Violence and Sexual Harm Prevention and Response](#) and supporting [Action Plan](#) was published in August 2024.
- 2. Sexual Harm Prevention and Response Policy suite:** In late 2022, work commenced to update the existing Sexual Misconduct Response Procedure into a new Sexual Harm Prevention and Response Policy suite. This policy development will see the Policy and Procedures apply to students and staff across the Monash Group. The timing for the implementation of the new Sexual Harm Prevention and Response Policy suite is due to align with the development, approval and implementation of the Staff Code of Conduct policy project, which will be finalised by mid-2024.
- 3. Independent review of residential services:** The NSSS revealed students who lived in student accommodation or residences (19%) were more likely than students not living on-campus to have experienced sexual harassment in the past 12 months. As part of Monash's NSSS Action Plan, a review of residential services (Monash Residential Services and affiliate Mannix College) was committed to further explore the effectiveness of prevention and response initiatives in these specific communities. This independent review will be the second such review, with the first conducted in 2018, and will be completed in 2024.
- 4. Support the implementation of the Federal Government Action Plan Addressing Gender-based Violence in Higher Education:** Monash University is proud to have contributed across 2023 to the development of the Action Plan Addressing Gender-based Violence in Higher Education, including through convening and working collaboratively with a roundtable of Victorian Universities in December 2023 and through our engagement with students. The Action Plan makes the responsibilities of all stakeholders very clear – for education institutions, accommodation providers, students, staff, government and community – and sets in place an approach where all stakeholders can work together to prevent gender-based violence and ensure safer communities. Throughout 2024, Monash is committed to continuing to work with the Government and the sector to implement the Action Plan, including the development of the National Code and facilitating student voices to lead this work.
- 5. Further expand prevention and response initiatives across the Monash Group:** In 2024, work will continue to support, reflect and implement initiatives and actions across our global campuses and delivery locations. This will include further benchmarking to ensure equitable and consistent prevention and response approaches across all Monash delivery locations and campuses. This will be reflected clearly through the 2024 Sexual Harm Prevention and Response Annual Report.

Appendices

Appendix 1 - NSSS Action Plan Summary of Actions across 2022 and 2023

Outcome	#	Action Items	Summary of Actions	
			Status	Comments
Fostering Safe and Respectful Spaces				
1. Increased visibility of respectful relationships messages and service promotion in general campus areas.	1.1	Conduct a review of literature of current best practice in social impact marketing to ensure awareness raising strategies, particularly as they pertain to promotion of support services and reporting pathways, are as effective as possible.	Complete	Review of literature conducted, and recommendations implemented.
	1.2	Expand promotion of support services and reporting pathways on digital screens on-campus (including student lounges) with revolving diverse examples.	Complete	Social messaging campaign launched on digital screens on campus in 2023; and campaign integrated into ongoing communications plans.
	1.3	Collaborate with Monash food and retail vendors to display respectful relationships messaging at ordering and wait points.	Complete	Campaign designed for deployment in 2024.
	1.4	Co-create and implement a grassroots prevention campaign with Monash Student Organisations ('MSOs').	In progress	Significant consultations undertaken with MSOs to assess their needs in relation to a prevention campaign, this work will continue into 2024.
	1.5	Expand promotion of reporting pathways on key high traffic digital platforms for students, including my.Monash and Moodle.	Complete	New promotional banners directing students to the Safer Community Unit implemented across Moodle and my.Monash.
2. Provide best practice and evidence-based approaches to online inclusion and respect in policy and practice.	2.1	Conduct a review of current literature regarding technology-facilitated abuse, including a sector-wide policy benchmarking exercise.	Complete	Review of literature conducted, and recommendations implemented.
	2.2	Utilising findings from the literature review and benchmarking exercise, work with key stakeholders to implement any required changes to policy and practice regarding prevention of technology-facilitated abuse.	Complete	Findings integrated into drafting of forthcoming <i>Sexual Harm Prevention and Response Policy</i> suite.

Outcome	#	Action Items	Summary of Actions	
			Status	Comments
3. Students and staff are educated regarding online inclusion and respect.	3.1	Review existing educational guidelines and materials for the prevention of technology-facilitated abuse for students, drawing on resources from the eSafety Commissioner.	Complete	Completed in line with action item 2.1.
	3.2	Review training programs pertaining to the prevention of sexual and gender-based violence to ensure technology-facilitated abuse is adequately covered.	Complete	Review and update of training programs undertaken informed by item 2.1 and 3.1 literature review.
4. Safer student-led events and activities guided by ensuring best practice policy and processes.	4.1	Undertake an independent review into student-led overnight camps.	Complete	The independent review into student-led overnight camps was completed in 2023, with implementation of recommendations occurring in 2024.
5. Extensive guidelines and practices in place to ensure student-led events and activities are safe and respectful.	5.1	Develop a Safer Spaces Event Guide ('SSEG') for Clubs & Societies (and other event organisers), drawing on relevant external sources including the Respect@Work Report findings, to assist with the coordination of safer, more respectful and inclusive events.	Complete	SSEG was published in 2023 University-wide application.
	5.2	Host a community briefing with all clubs and societies' presidents and MSOs to detail the new SSEG.	Complete	Briefing completed in 2023.
	5.3	Undertake an annual review of Safer Spaces Event Guide, including consultation with stakeholders.	Complete	Annual review embedded as business as usual.
	5.4	Include information on training requirements for student officers, and information on legal and community responsibilities to create safe events.	Complete	Training requirements and key responsibilities reflected in the SSEG.
	5.5	Create and include a list of preferred off-campus vendors whose safety procedures align with the outcomes of the SSEG, and report back to the Respect at Monash Committee.	Complete	Preferred off-campus vendors list co-created with MSOs.
	5.6	Review BRIGHT training in partnership with MSOs to ensure it is meeting the needs of their student leaders.	Complete	MSOs provided feedback on BRIGHT training. Suggestions were implemented in 2023.
	5.7	Review processes around removing students or staff who behave	Complete	Review undertaken, recommendations embedded for

Outcome	#	Action Items	Summary of Actions	
			Status	Comments
		inappropriately from clubs, societies and their events.		implementation in 2024 in alignment with action item 4.1.
	5.8	Develop and implement a best practice, evidence-based alcohol and other drugs harm-minimisation campaign, drawing on the successful MRS social norms campaign.	Complete	A report and its recommendations have been distributed to stakeholders.
6. Host and facilitate respectful, safe and inclusive events for the Monash community.	6.1	Embed a 'respectful behaviour consent statement' into event registration processes, and where possible seek to embed at the start of large events whether run by the University, clubs or societies.	Complete	Respectful behaviour consent statement created and embedded into the SSEG.
	6.2	Review photography consent statements around University-run and affiliated events to ensure best practice for victim-survivors to opt-out of having their photo taken (as well as ensuring clear process in place for removing photos online promptly).	Complete	Photo and video consent statements updated.
7. Continue to provide best practice consent and respectful relationship education to residents and the MRS community.	7.1	Embed the Sexpectations module, and the DrinkSmart module, as a requisite for Monash Residential Services ('MRS') residents to complete pre-arrival.	Complete	All residents are required to complete Sexpectations and DrinkSmart training as part of their offer of acceptance of accommodation.
	7.2	Review and expand the consent and bystander content delivered in the ResStart program.	Complete	Content review completed, with new video-based assets created.
	7.3	Safer Community Unit to deliver concerning behaviour training for Residential Support Team Officer ('RSTO') with a focus on in-depth consent and alcohol and other drug harm minimisation education, to assist in early intervention strategies with residents.	Complete	Training embedded as part of annual Residential Support Team Officers training twice yearly as of 2024 onwards.
	7.4	Develop clear protocols for MRS staff, as well as Safer Community Unit and Security, on the provision of crisis care and accommodation for Monash community members.	Complete	Guidelines developed and distributed to relevant stakeholders.
8. Mannix College delivers training aligned with MRS for residents and staff.	8.1	Implement mandatory training for Mannix Principal and Deans in line with MRS ('RSTO') training requirements.	Complete	Mandatory training requirements for Mannix Principal and Deans aligned with MRS RSTO training and completed annually.
	8.2	Implement the Sexpectations module and DrinkSmart module as compulsory for new residents at Mannix College.	Complete	Sexpectations and DrinkSmart module customised for Mannix College in 2023.

Outcome	#	Action Items	Summary of Actions	
			Status	Comments
9. Independent reviews of response and prevention at MRS and Mannix College.	9.1	Undertake independent review of MRS and Mannix College's response to and prevention of sexual and gender-based violence, five years on from the previous independent review conducted in 2018.	In progress	Review to commence in 2024, following the completion of 4.1.
Awareness Raising				
10. Comprehensive training on sexual assault and sexual harassment provided to academic and professional supervisors (particularly of students).	10.1	Review and update the compulsory training requirements for managers and supervisors (including the Respectful Supervision of Students module) to ensure adequate information is provided on the prevention of and response to sexual assault and sexual harassment.	Complete	Review completed with content merged with supervisor compliance accreditation and registration modules.
	10.2	Review the educational requirements for supervisors of students at off-campus sites, including affiliated staff as well as non-affiliated staff.	Complete	Obligations captured in action item 10.1.
	10.3	Review communications regarding support services and reporting pathways as part of the existing staff induction process, including services provided by the Respectful and Ethical Conduct team as well as the SCU.	Complete	Staff onboarding portal content reviewed and updated to more clearly describe the support services including the SCU.
	10.4	Promote and monitor the completion rate of Respect at Monash module for staff and report annually to the Respect at Monash committee.	Complete	Data to be shared annually at the Respect at Monash Committee meetings.
11. Support services and reporting pathways, including specialist external services, are actively promoted to Aboriginal and Torres Strait Islander students and staff.	11.1	Review dedicated orientation programming for First Nations students to ensure effective and relevant promotion of internal and external support services for students who may experience sexual assault, sexual harassment or other forms of concerning behaviour.	Complete	Review completed, with updated resources and information provided to William Cooper Institute for distribution at orientation programs.
	11.2	Consult with the Indigenous Employee Network to develop and review ways in which our response services support Aboriginal and Torres Strait Islander staff and students.	Complete	William Cooper and HR continue to engage with Indigenous students and staff.
	11.3	Specialist training from an expert Aboriginal and Torres Strait Islander organisation on gender-based violence for response staff (SCU, Respectful & Ethical Conduct) and other relevant areas (Respectful Communities).	In progress	External training provider offerings researched to determine best fit for higher education context.

Outcome	#	Action Items	Summary of Actions	
			Status	Comments
12. Deliver targeted education to international students to address disparities in reporting and seeking of support.	12.1	Undertake further community consultation into barriers to international students accessing reporting pathways and support services.	Complete	Consultation undertaken as part of Student Service Experience Pop-Ups and social media survey campaign in 2023.
	12.2	Deliver externally facilitated training to staff in SCU and Office of Student Conduct, as well as other key student services staff, on taking an intersectional, culturally sensitive approach to managing disclosures and reports of sexual harm.	Complete	Culturally Responsive Practice training from inTouch completed in 2022, and provided on an ongoing basis for new staff.
	12.3	Develop a program for English Connect for international students on consent and boundary setting.	Complete	Dating in Australia successfully developed and facilitated in semester 2, 2023; with the program continuing into 2024.
	12.4	Respectful Communities to continue to increase the number of student casuals who are international students to help co-design and deliver content.	Complete	Recruitment process adjusted to support a diversity of applicants to apply.
13. Deliver targeted education to LGBTIQ+ students to address disparities in reporting and seeking of support.	13.1	Undertake further community consultation into barriers for queer students in accessing reporting pathways and support services.	Complete	Consultation undertaken as part of Student Service Experience Pop-Ups and social media survey campaign in 2023.
	13.2	Deliver externally facilitated training to staff in SCU and Office of Student Conduct, as well as other key student services staff, on taking an intersectional approach to supporting queer students through the process of making a disclosure and report.	Complete	ACON delivered specialised training on inclusive practice in responding to disclosures of sexual harm and domestic/family violence in March 2024.
	13.3	Increase student awareness of SCU staff members who are registered LGBTIQ+ allies via website, promotional materials and integration into existing training programs.	Complete	Online and print resources updated.
14. Community exposure to support services and reporting pathways messaging is increased.	14.1	Map the existing promotion strategies to new students and staff to identify opportunities to increase contact points for new community members around support and reporting pathways.	Complete	Mapping completed for staff and students with additional communications points identified.
	14.2	Add promotional banners to key academic student contact points (Moodle, my.Monash) to increase student reminders of safety and support services.	Complete	New promotional banners in Moodle and my.Monash.

Outcome	#	Action Items	Summary of Actions	
			Status	Comments
	14.3	Explore the integration of support service and reporting pathway messaging into re-enrolment to ensure an annual reminder for Monash students of such services.	Complete	A new annual refresher quiz has been developed and will commence from 2024.
	14.4	Develop a comprehensive annual communications strategy to ensure consistent promotion to students and staff of reporting pathways, support services and prevention practices.	Complete	Triennial communications strategy developed, in consultation with key stakeholders.
	14.5	Introduce a slide and accompanying script for the first lecture of each semester detailing the University's support services and reporting pathways.	Complete	Animation developed detailing the University's support services and reporting pathways for utilisation by teaching staff.
	14.6	In partnership with the MSOs, review and update the terms of reference for the twice-annual Safety Forum between Campus Safety & Security and MSOs to ensure a consistent and ongoing dialogue on safety and respect occurs.	Complete	Recommended changes implemented and annual review cycle for Student Safety Forum terms of reference established.
	14.7	Expand information available to students, staff and third parties regarding possible outcomes that could follow a formal complaint or report being made and explain what information they will receive regarding this throughout the process.	In progress	Action being undertaken as part of the <i>Sexual Harm Prevention and Response Policy and Procedure</i> project.
	14.8	Review the process for providing information to students and staff once a formal complaint or report has been made, specifically relating to expected timelines and investigation procedures.	In progress	Review being undertaken as part of the <i>Sexual Harm Prevention and Response Policy and Procedure</i> development project.
Governance, Coordination, Support Structure and System Development				
15. Staff receive same best practice level of care and support as students in making a disclosure or report regarding sexual harm.	15.1	Establish a Working Group to oversee and coordinate the strengthening of the University's response to staff disclosures and reports of sexual harm.	In progress	A revised Working Group will continue the review and strengthening of the process throughout 2024.
	15.2	Monash HR staff are trained on Responding to Disclosures of Sexual Violence.	Complete	In-person SECASA -endorsed training facilitated to relevant HR staff in 2022, and will continue to be delivered as required.
	15.3	Implement the Respect at Monash: for staff module as a compulsory compliance module for all staff.	In progress	The new module was first introduced in March 2022. With a new <i>Staff Code of Conduct</i> and <i>Sexual Harm Policy</i> suite forthcoming

Outcome	#	Action Items	Summary of Actions	
			Status	Comments
				in Q3, 2024, the Respect at Monash module for staff will require a significant review and re-write to encapsulate these changes. The module review is being undertaken concurrently with the drafting of the new Policy suite, with a revised module to be launched by no later than Q4, 2024.
	15.4	Establish a network of experienced and appropriately trained Respectful Workplace Contact Officers who provide support to staff complainants and respondents throughout the process of disclosures and reports.	In progress	These action items have not currently been fulfilled as originally stipulated, as through the review of processes and systems it was found that they may not be the most effective models to implement. They remain under consideration as part of the new Policy suite development, as well as via the Respect at Monash Advisory Committee.
	15.5	Implement a case management system, as currently in place for matters involving students, to enhance reporting and coordination of disclosures and reports.		
	15.6	Engage OHS team in regular meetings to discuss the treatment of sexual harassment as an OHS risk, and to develop strategies for working together proactively to monitor and manage the risk.	Complete	Report tabled annually at Audit and Risk Committee.
	15.7	Establish an anonymous reporting platform for staff to directly disclose or report matters to Monash HR.	Complete	Anonymous online reporting form available via public webpages.
	15.8	At least one staff member within Monash HR's Respectful & Ethical Conduct team to complete an advanced course in responding to disclosures.	Complete	Staff member completed 10994NAT - Course in Recognising and Responding to Sexual Violence .
	15.9	Develop the role of Monash HR's Respectful Workplace Contact Officers to provide support for staff involved in complaints of sexual harassment.	In progress	See 15.4.
16. Relevant policy and procedure aligns with current best practice response to disclosures and reports of sexual assault and sexual harassment.	16.1	Expand the Sexual Misconduct Response Procedure scope to apply to students, staff and third parties.	In progress	New <i>Sexual Harm Prevention and Response Policy</i> suite in development, will be finalised in 2024.
	16.2	Undertake an analysis to understand the implications of adopting affirmative consent definition within the Sexual Misconduct Response Procedure and timeframes for implementation.	Complete	Respect at Monash Committee endorsed adopting an affirmative consent definition in 2022 aligned with Victorian legislative definition; to be included in the new Policy suite.

Outcome	#	Action Items	Summary of Actions	
			Status	Comments
	16.3	Review, and update if required, the terminology of sexual misconduct currently utilised within the Sexual Misconduct Response Procedure to confirm whether this remains best practice.	Complete	Respect at Monash Committee endorsed adopting sexual harm terminology in 2022; to be included in the new Policy suite.
	16.4	Review educational content to ensure a consistent affirmative consent model and definition is utilised.	Complete	Review completed; affirmative consent model and definition included in content.
17. Evidence-based, best-practises are in place for reporting, monitoring and evaluation; and this is shared with the Monash community.	17.1	Review public report publishing to ensure alignment with the sector while ensuring best practice for privacy and confidentiality.	Complete	Review completed as part of action item 17.3.
	17.2	Develop a comprehensive, holistic strategy to monitor and evaluate Respectful Communities' prevention programs and activities.	Complete	New internal team framework for monitoring and evaluating prevention programming and activities implemented.
	17.3	Develop annual report for Respect.Now.Always. initiatives for sharing with the Monash community to ensure there is full visibility of all related programs and practice, including new initiatives as well as business as usual activities.	Complete	First annual report published in March 2023. Publication of annual sexual harm report now embedded within annual work plans.
18. Counselling Services available to staff and students continue to have expertise in responding to sexual violence.	18.1	Continue to provide a 24/7 counselling service for staff and student which had experience in supporting those with an experience of sexual assault and sexual harassment, as well as specialist Indigenous and LGBTIQ+ service provision.	Complete	Specific criteria included as part of contractual agreement with the provider of 24/7 counselling service since 2022.
19. Alignment of practice between international campuses, offsite teaching locations and Australian campuses on prevention and response to sexual assault and sexual harassment.	19.1	Establish a sub-committee at Monash Indonesia, to ensure compliance with new Indonesian decree regarding sexual violence.	Complete	The Sexual Harassment and Sexual Violence (SASH) Taskforce at Monash University Indonesia was established in 2023.
	19.2	Following the establishment of a sub-committee at Monash Indonesia, model this to establish a sub-committee for Monash Malaysia.	Complete	Monash University Malaysia's Diversity & Inclusion Committee has a specific focus on 'Respect at Monash' related matters.
	19.3	Write to local and global partner institutes explaining Monash's commitment to prevention and response of sexual violence, and to share relevant resources with these partners.	Complete	Letter distributed by the Vice-Chancellor and President to local and global partner institutes in 2022.

Outcome	#	Action Items	Summary of Actions	
			Status	Comments
	19.4	Undertake a comprehensive mapping exercise of current reporting processes and prevention initiatives across international campuses and locations, as well as key off-campus locations, to identify and address any gaps in reporting pathways, support services and prevention practice.	Complete	International mapping completed in 2023, and embedded as part of business as usual processes.
Capacity Building				
20. Core online modules have been critically reviewed and updated to ensure ongoing best practice.	20.1	Update both the Respect at Monash modules (for both students and staff), and Respectful Research, through review of post-survey data and wide consultation with key stakeholders (including MSOs).	Complete	Review completed in 2023, with further review of the staff module scheduled for 2024 to align with the new Staff Code of Conduct.
	20.2	Explore the integration of the Sexpectations module as a standalone compulsory module, as requested by MSOs.	Complete	Consolidated version of Sexpectations successfully integrated in the updated Respect at Monash module.
	20.3	Review and update the Responding to Disclosures of Sexual Violence module through review of post-survey data and wide consultation with stakeholders (including MSOs).	Complete	Literature review, stakeholder review and content redevelopment completed, new module launched with emphasis on video-based learning for greater content retention and application.
	20.4	Review existing education and training programs for adherence to an intersectional framework.	Complete	A comprehensive review of all programs completed with all relevant changes applied.
	20.5	Update the Respect at Monash module for students to ensure increased accessibility and for applicability to students studying at any Monash campus or teaching location.	Complete	Context-specific modules developed for Monash's Malaysia and Indonesia campuses.
21. Students have increased opportunities to learn about respectful relationships and setting boundaries through the delivery of evidence-based programming.	21.1	Develop and pilot a new engagement project, in partnership with the MRS Queer Scholars, MRS Diversity & Inclusion Committee and MRS Gender Equality Committees, for queer (LGBTIQA+) students on respectful relationships.	Complete	Two animated videos have been produced discussing respectful relationships, which have been uploaded to Monash's website for all community members to access.
	21.2	Continue to deliver the evidence-based Enhanced Assess Acknowledge Act Program for women, focusing on expanding the program, with a focus on engaging MRS residents.	Complete	The program was successfully delivered in 2023, and will continue to be delivered in 2024.

Outcome	#	Action Items	Summary of Actions	
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	21.3	Contribute to the evaluation of the Enhanced Assess Acknowledge Act Program in the Australian University context by partnering with Monash and La Trobe University academics.	Complete	Evaluation successfully conducted across 2023, with findings set to be published in 2024.
	21.4	Continue to coordinate and support the peer-led sex education and respectful relationships initiative, Our Sexual Health.	Complete	Initiative embedded as business as usual within the University Health Services health promotion activities.
22. Monash continues to lead the sector through regular engagement, collaboration and resource sharing with other Universities and expert organisations.	22.1	Establish a partnership with the University of Warwick to expand The Masculinities Project globally.	Complete	Meetings continue between the two organisations, to share learnings to date on respective healthier masculinities initiatives.
	22.2	Actively engage with the Tertiary Primary Prevention Network (TPPN) to ensure regular sharing of knowledge and resources with prevention practitioners at other Victorian Universities.	Complete	The Equity, Diversity and Inclusion team remains actively engaged with the Victorian TPPN.
	22.3	Deliver the second Australian-based Enhanced Assess Acknowledge Act Program (EAAA) Train-the-Trainer, in partnership with the Sexual Assault Resistance Education Centre at the University of Windsor.	Complete	Train-the-trainer program successfully delivered at Monash's Clayton campus from 14th - 20th January 2023, with attendees from eight Universities across Australia.
	22.4	Share findings of the Healthier Masculinities Partnership evaluation with external partners to add to the emerging literature on similar programs and encourage other tertiary education providers to establish their own healthier masculinities programs.	Complete	Healthier Masculinities Partnership evaluation published in October 2022.
23. Targeted and nuanced educational opportunities are available for respondents in general misconduct proceedings pertaining to sexual violence.	23.1	Explore and benchmark sector practice in early intervention education offerings for students.	Complete	Consultation undertaken across the sector with sexual harm practitioners, with early intervention offerings remaining limited.
	23.2	Review, and develop new, if required, educational offerings provided as consent penalties to respondents in student misconduct proceedings.	Complete	Pilot in 2023 of 1:1 program for respondents with targeted education on consent and respectful relationships, with program continuing in 2024. <i>Revisiting Respect</i> module developed and launched as an educative tool for (alleged) respondents.

Status	Complete	In progress
	Action item complete	Action item remains underway and activity in progress for 2024

Further Information

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