WHAT YOU SHOULD KNOW

A STUDENTS GUIDE TO SAFETY AT MONASH
University is a new chapter in your life; compared to high school it can be a pretty big leap! You have so much more freedom when it comes to study, friends and how you socialise. This is what makes university great, but it also presents more responsibilities.

It’s important to recognise that everyone who is engaging in university experiences deserves to be safe and comfortable. That’s why we have put together this booklet - to help students know how to get through university life safely, what to do when something goes wrong, and how to support someone who might need help.

Hazing targets members, or people trying to be members, of a group (e.g. first years, new people in a club, etc.) and involves pressuring them to do something to become part of the group, even if they don’t end up doing it. It doesn’t matter if the ‘hazed’ person wants to take part or not, it is still harmful.

The type of hazing you see on TV can be pretty extreme. Examples like that can happen, but hazing can occur in much more subtle and insidious ways.

Hazing can involve being forced to do shots at a party because you’re a newbie or having to wear an outrageous outfit to uni. Though these examples aren’t as intense as some seen in movies like kidnapping pranks or inflicting pain, none of them are ‘just bonding activities’ or ‘rites of passage’ that make a group closer.

It’s not about bringing a group closer together, it’s about older members having power over newer members. If you have to do something humiliating or painful or just something you don’t want to do to be respected as a member of a club, that probably isn’t a healthy environment. Real trust and respect is the key to bringing a group closer together, and that isn’t what hazing is about.

What to do when you see it

» Stay connected with your friends outside of the hazing group. Often groups who haze try to isolate you from your other friends, which adds to the unhealthy power dynamic.

» Don’t be afraid to speak out about what you’ve experienced or seen. Groups who haze can demand secrecy or just don’t get spoken about out of fear or shame. This silence allows the cycle of hazing to continue.

» Remember that you can leave. Despite what you’re told, leaving a group because of hazing does not make you ‘weak’ or ‘too sensitive’, it takes courage to stand up to a group of people, and it might help others follow.

» If you’re in immediate danger, you can contact Monash Security at 03-9905-3333 or at 333 on any Monash phone.

» You can also report the incident to Monash’s Safer Community Unit. Look for information in the Monash Resources section.

*Adapted from Office of Student Life, Ohio University 2016. studentconduct.osu.edu/for-students/hazing/what-to-do-if-you-are-being-hazed/
It’s no lie that most of us live on the internet, but everything you post on the web can be screenshotted, and leaves behind a trace. Here are some hot tips for you to make sure you’re staying safe online.

Online/Cyberbullying
It’s illegal to bully or harass someone online. If someone is being aggressive or harassing you online:
» Do not respond
» Save and screenshot what they have said and done
» Block and delete them if they are continuing to make you feel unsafe
» Ask the Safer Community Unit for advice or support (read about the SCU on page 17)

 Dating and hookup apps
Every interaction you have on dating and hookup apps will be different, but here are some ways to stay in control and safe:
» Chat with the person before you meet them
» Let someone know where you’re going, message a friend with the time and location of your date, and let them know if you move
» Meet up with someone in a busy, public area where you feel comfortable
» Don’t give out personal contact details, like your mobile number or Facebook, until you’ve met them in person and feel comfortable with them

Nudes: the dos and don’ts
Nudes are pictures or videos sent to sexually arouse someone. Ooh la la!
» Don’t send someone a nude without getting their consent first
» NEVER share a nude of someone else without their consent. This is illegal, and can have a huge negative impact on people’s social, professional and personal lives. Don’t do it. Ever!
Sharing ‘intimate images’ of someone without consent can be a crime. If someone does this to you, here’s what you can do:
» If someone shares or posts a nude you’ve sent to them, it is not your fault, it’s theirs
» Take screenshots or keep any evidence that your images have been shared or posted
» Go to Monash’s Safer Community Unit - they can explain your options and decide what action to take

The law is more complicated when someone under 18 is involved with nudes because it can be considered child pornography under state law. For more information, go to legalaid.vic.gov.au and search ‘Sexting and child pornography’

There are ways to go about nudes more safely, and here are a few tips:
» You never have to send something you’re not comfortable with, even if they sent one first
» Make sure you discuss boundaries with the person you’re exchanging photos with - do they think it’s okay to screenshot them off Snapchat? Do they think it’s okay to show them to friends? Match expectations
» Talk about when it’s okay to receive them; consider if you would want them opening them at work, in class, or with friends
» How are your partner’s security habits? Do you use password protected apps to store them? Who has access to their phone?
» Consider how you’re exchanging nudes. Apps like Facebook Messenger sync and send notifications across all devices. If you have a family iPad, or left Facebook logged in on a friend’s computer, your photos may accidentally pop up where you don’t want them to
» It can be even safer to not include any identifying features (face, tattoos, birthmarks, etc.) in the photo - do what is right for you
WHAT IS CONSENT

Basically, consent is a free agreement people give and get when they want to have sex with each other. It is fully informed, enthusiastic, free from pressure, free from guilt and reversible at any time.

**Remember:**
- People always have the right to say no
- A lack of a ‘no’ isn’t a ‘yes’
- You need consent every. single. time.

**Consent needs to be:**
- Communicated - no one is a mind reader, there needs to be words / actions
- Informed - you need to know what you’re agreeing to
- Free from guilt / pressure / fear - you need to be doing it because you want to
- Present the whole time you’re having sex - if someone changes their mind, there’s no consent anymore

**What is a breach of consent?**
When engaging in sexual activity, agreeing to do one thing does not mean you agree to do all things. If someone agrees to oral sex, it doesn’t mean they automatically agree to intercourse - you still need to get consent for any new sexual acts.

For instance, if you and your partner agree to have sex with a condom on, taking that condom off during sex without them knowing is a breach of their consent.

They agreed to have sex under certain circumstances, and if you change those circumstances without them knowing, or against their will, you’re breaching their consent. This is sexual violence.

**Staff-student relationships**
Staff that directly supervise or assess a student cannot get into romantic or sexual relationships with those students. These relationships present a conflict of interest and Monash doesn’t allow them.

**Something feels… off?**
If someone doesn’t seem to be feeling what you’re doing, or they stop sending messages that they’re into it, check in with them and just ask! Don’t ignore it; sex is about everyone involved enjoying it, and a quick check-in can make sure that everyone is feeling a-okay, and make for a way better experience.

Talking openly about sex might be tricky to begin with, but it doesn’t have to be weird or spoil the mood. It can actually make things more comfortable and a lot more fun! Here are some questions and phrases to try:

<table>
<thead>
<tr>
<th>If they want to, it might sound like</th>
<th>If they don’t want to, it might sound like</th>
</tr>
</thead>
<tbody>
<tr>
<td>Is that good?</td>
<td>Don’t say things like</td>
</tr>
<tr>
<td>Can I ___?</td>
<td>Don’t be a tease</td>
</tr>
<tr>
<td>What are you into?</td>
<td>Just do it for me</td>
</tr>
<tr>
<td>I want to ___ is that okay?</td>
<td>You started this</td>
</tr>
<tr>
<td>You okay?</td>
<td>Sex isn’t a big deal</td>
</tr>
<tr>
<td>Keep going</td>
<td>If you want to, I guess</td>
</tr>
<tr>
<td>Mmmhmm</td>
<td>I can’t - I have an assignment due</td>
</tr>
<tr>
<td>That’s good</td>
<td>Maybe later</td>
</tr>
<tr>
<td>Yes</td>
<td>I’m not feeling well</td>
</tr>
<tr>
<td>I want you to ___</td>
<td><em>uncomfortable silence</em></td>
</tr>
</tbody>
</table>

Remember - always listen to what they say in response! Listening and respecting the signals you’re getting is the most important part.
DEALING WITH AN UNCOMFORTABLE SITUATION

If you're at a party and someone is being a bit too pushy, or your friend isn't getting the message that you don't want to date them, always know that you have a right to say no.

Remember:
» You don't need to explain 'why' you don't want to do something, simply not being interested is enough
» No matter what someone does to try and impress you, you never owe them a date

How can you get someone to back off?
If someone you don't know well is making you uncomfortable during a night out, you can always try to call a friend over to help keep you company, or leave the situation altogether.
If that isn't an option, or you simply cannot get away from someone who won't take a hint, try saying you need to go to the bathroom to escape the situation.
If someone that you see more often is making you uncomfortable, like a friend or a classmate, you might have to be more direct. Being assertive can be scary, especially if you're already uncomfortable, but assertive communication can be vital to getting the point across to someone who is ignoring your body language.

Here are some things you can do to get the point across:
» Say phrases like, "This is making me uncomfortable" and "I'd really appreciate it if you'd stop that"
» Avoid being subtle; it might feel weird, but be explicit and to the point (e.g. "I don't want to date you")

Once you've made it clear you're not interested, don't argue or let them negotiate. You don't want something to happen - that is enough reason for it not to.

How can I help someone else?
Whether someone makes an inappropriate joke, or makes your friend uncomfortable during a night out, stepping in to do something about it can be really intimidating. Even if it's a scary moment, acting when you see that something is wrong can make your friends feel a lot safer.

The most important thing to remember is that you always need to keep yourself safe first. This is important both for your own sake and because you can't help anyone else if you're hurt.

There are three different ways that you can step in:

Be Direct
Where it's safe to do so, saying something about the behaviour can be the best way to stop it. Don't be aggressive, just focus on what people are feeling and what you want to achieve.
Some things you can say include:
» "You’re making them feel uncomfortable"
» "They’re not interested, please give them some space"
» "I know you think it’s just a joke, but it can make people feel really uncomfortable. I don’t think it’s ok for you to say that."

Distract
If you don't feel comfortable being direct, you can just try to end the behaviour by distracting the people involved.
You could try:
» Changing the topic of conversation
» Telling someone their friends are looking for them
» Suggest you and your friends move on to another bar / part of the party

If you choose to distract, try to check in afterwards with the friend who was uncomfortable. This is to make sure they're okay, or put them in contact with someone who can help them if they're not.

Delegate
If you feel like you won't be able to intervene safely or effectively, you can delegate by getting someone else who you know will be able to help. This can be another friend, a student leader, or even security.
RELATIONSHIP 
RED FLAGS

New relationships are exciting. While everyone’s relationship is going to be different, there are some behaviours that are never okay, and can indicate that someone will be an abusive partner. These are some red flags:

» Wanting you to commit a lot of time and emotion very early in the relationship (e.g. after the first date)
» Threatening suicide if you don’t date them or if you break up with them
» Expecting you to always take their calls or texts, 24/7, no matter what you’re doing

Abuse in relationships
Abusive relationships are about controlling someone and taking away their independence and confidence. It often occurs in romantic relationships, but abusive relationships can be between friends, family members or co-workers.

There are five key types of abuse in relationships:

<table>
<thead>
<tr>
<th>Physical</th>
<th>Emotional</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physically hurting someone</td>
<td>Saying and doing things to undermine someone’s confidence, independence and self-esteem</td>
</tr>
<tr>
<td>E.g. hitting or shoving you</td>
<td>E.g. calling you names then saying they’re “just kidding”</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Sexual</th>
<th>Financial</th>
</tr>
</thead>
<tbody>
<tr>
<td>Any kind of unwanted or forced sexual activity</td>
<td>Not letting someone control their own money</td>
</tr>
<tr>
<td>E.g. touching you without your consent</td>
<td>E.g. making you hand over your pay and giving you an allowance</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Social</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trying to have control over someone’s social life inside and outside the relationship</td>
</tr>
<tr>
<td>E.g. always making you tell them where you are, where you’re going and who you’re with</td>
</tr>
</tbody>
</table>

Is my relationship abusive?
Abuse in relationships can happen subtly and gradually. It will usually escalate with time and therefore can become normalised to the victim/survivor.

These are some signs your partner might have abusive tendencies:

» You feel frightened of them
» They make you feel unsafe
» They speak for you
» They threaten you
» They undermine you in public
» You feel like you can’t speak up or voice your opinions
» You feel like you can’t have your views heard without them getting upset or angry
» They restrict your access to your money

If you or a friend is in an abusive relationship, there is always someone who can help. Look on page 17, 18 and 19 for people you can talk to.
WHAT CAN I DO IF I HAVE SURVIVED

It’s not your fault and you’re not alone. There are people who can and want to help.

Immediate safety:
Are you currently safe? If not, or even if you’re doubtful, call Security on 03 9905 3333 or at 333 on any Monash phone. You can also contact them by activating any of the Monash Emergency Help Points that look like the picture below! If the situation calls for police, ambulance or fire brigade call them at 000.

If it’s just happened:
Your safety and wellbeing comes first. You are in control of what happens and what you want to do. If you feel you can, tell someone you trust and let people help you.

Some normal reactions can be; difficulty focusing and making decisions, disrupted sleeping as well as anxiety and feeling isolated. Try to look after yourself. Reach out to your friends. You have time to decide what you want to do, and if you want to report it. Going to someone like the Safer Community Unit or SECASA (South Eastern Centre Against Sexual Assault) can help with these decisions, and get you in contact with other services. Counselling can be really helpful. You can have a chat to a service without making a report. If you have concerns about confidentiality ask the person or service about their obligation to disclose information you share.

If it happened a while ago:
It’s common for people to wait weeks, months or even years before telling someone they’re a survivor of sexual violence. That’s okay. No matter how long it’s been, there are still people who can and want to help. See pages 17, 18 and 19 for services that are available.

HOW DO I HELP MY FRIEND

If a friend tells you they have been the victim/survivor of sexual violence or abuse, they have taken the first, and very difficult, step towards recovery. They have told you because they trust you and need someone to confide in.

Remember:
» Respect the person’s privacy and don’t tell anyone without their permission
» People respond and heal in different ways
» They have the right to decide what is the right thing for them
» You don’t need to know what to say to make them feel better - just listen and be there

Practical help:
» Make sure they’re safe and away from the perpetrator
» Be there for them, ask them what they would like you to do
» If they need information, help them find it
» Ensure their daily routines don’t fall apart, check in to make sure they are eating and sleeping regularly
» Don’t pressure them to make any decisions
» Ask them if they feel safe - do they need a place to stay at night? Do they need someone to go to the doctor with them? Do they need someone to take them to the Safer Community Unit or SECASA?

Psychological support:
» Actively listen to them and believe them, try not to interrupt and let them talk at their own pace
» Do not make promises you can’t keep (e.g. “He will go to jail!”)
» Make it clear that you’re supporting them
» Never suggest it was their fault or that they could have done something to stop it (e.g. "Why did you go with them?", “Were you drunk?”)
» Encourage them to seek support but do not force or pressure them to - try asking if they would like to see one of the counsellors on campus
» Don’t treat them differently just because they’ve survived, try and keep some normalcy in their life
WHAT HAPPENS IF I SPEAK TO SOMEONE

When it comes to seeking help, you are in control. All the services we’ve put in this booklet are here to listen and provide advice, options and expertise.

This process is run on a case-by-case basis, so the best way to know what to do is consult the experts. There is no time limit in which to seek this help. While it is the sooner the better, you can take as much time as you need.

Here, we’ve included some common things people concerned about:

Confidentiality/Privacy
Your details and experiences will be kept safely and privately when consulting any of the services at Monash. Only under exceptional circumstances would the process have to go forward (concern for wider community’s safety, someone under eighteen is involved, etc.). You can always ask a service about their confidentiality policy before you tell them anything sensitive.

Legal implications
For questions about misconduct or behavior that constitutes a crime consult the Safer Community Unit. They are all highly trained in the laws and policies around the problem behaviours they cover. You can also contact Victoria Police for advice, referral, and consultation regarding Victorian Law, or talk to community legal services at Monash Oakleigh or Springvale Monash Legal Services.

Student advocacy and support
If your studies have been affected by your situation, or you’re having any issues with staff, getting special consideration, deferred exams, etc., MSA’s Student Advocacy and Support (SAS) services are vital to helping. SAS can assist with special consideration, discipline, grievances, academic progress, fees, enrolment, mark concerns and much more. See them upstairs in the office next to the MSA Reception Desk or contact them at msa-advocacy-l@monash.edu or 03 9905 3118.

International students
In Australia, sexual violence, abuse and harassment are seen as serious crimes. If you consult any of the services in this booklet, that doesn’t mean that your parents or tutors will find out and your visa will not be affected. Student advocacy (see above) can help you navigate getting special consideration so the incident doesn’t affect your grades, and your faculty doesn’t need to know unless you’d like the issue to be escalated.

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HOW DOES THIS AFFECT

On res, you're always surrounded by people who care about you. Reach out to whoever you feel most comfortable with, whether that be your RA, the Women's Department, Campus Security, SCU, or any of the other resources outlined in this booklet. Monash services can help you to manage the risk yourself, they can intervene, mediate and in some circumstances help you put together a case for formal University disciplinary action and/or Victoria Police. It's about what is best for you. If you have questions, ask your Residential Support team or the SCU, and they can talk through all of your options.

There is also a free security bus service that runs every half hour from 5:30pm to midnight. Feel free to use this to get around at night, especially if you're feeling unsafe!

A smartphone app to help you navigate the support services and reporting options relating to sexual violence that are available to you. Not just for survivors, but anyone wanting to learn more about providing support and guidance.

- Download from your app store
- View online at the SCU Website [monash.edu/safer-community](http://monash.edu/safer-community)

**South Eastern Centre Against Sexual Assault (SECASA)**

SECASA offers a range of services including counselling for victim/survivors of sexual assault and family violence.

- CASA counsellor available at Clayton campus on Mondays and Tuesdays and Caulfield campus on Tuesdays
- 24hr Crisis Support: 1800-806-292
- Enquiries: 03-9928-8741
- Website: [www.secasa.org.au](http://www.secasa.org.au)
- SARA App (anonymously report sexual assault) [www.sara.org.au](http://www.sara.org.au)

**Monash Security**

Monash has security offices on all our campuses. You can drop by or call them at anytime – day or night, 7 days a week.

- 24hr service
- Immediate response when feeling unsafe on each campus
- Phone: 03-9905-3333, or on any Monash phone at 333
- Website: [monash.edu/about/who/safety-security](http://monash.edu/about/who/safety-security)

**YOUR EXTERNAL RESOURCES**

Most of these services are not formally associated with Monash University, but they are all available to help you or your friends. We’ve even listed some that address issues we haven’t discussed in this booklet. It’s good to know what’s out there.

**Sexual harm:**

- Sexual Assault Crisis Line: 1800-806-292
- Victorian Police Sex Offence and Child Abuse Investigation Team: 03-9767-7469
- Sexual Health Clinic: [www.mshc.org.au](http://www.mshc.org.au)
- Centre Against Sexual Assault (CASA): Provides women, children and men who are victims/survivors of sexual assault with comprehensive and timely support and intervention to address their needs [www.casa.org.au](http://www.casa.org.au)
- Sexual Assault Reporting Anonymously (SARA): This site allows you to report a sexual assault anonymously to the South Eastern Centre Against Sexual Assault, information can include when and where the incident took place and a description of the offender [www.sara.org.au](http://www.sara.org.au)

**Abusive Relationships & Family Violence:**

- Safe Steps Family Violence Response Centre: Service for women experiencing violence and abuse from a partner or ex-partner, another family member or someone else the person is close to [www.safesteps.org.au](http://www.safesteps.org.au)
- Victoria Police Sexual Offences and Child Abuse Investigation Team: Contact your local police station and request contact with the SOCIT unit. In an emergency dial [000](http://000)
- ‘Ask Someone’ Website: designed to help you or someone you know who has experienced family violence in any form, or used violence against a family member, seek free professional support and information 24/7 [www.asksomeone.org.au](http://www.asksomeone.org.au)

**Crisis accommodation:**


**Counselling Services:**

- Mensline: [www.mensline.org.au](http://www.mensline.org.au)
- Switchboard (queer focused counselling): [www.switchboard.org.au](http://www.switchboard.org.au)

**Legal services:**

- Springvale Monash Legal Service: [smls.org.au](http://smls.org.au)
- Community Legal Service: Free confidential legal advice to all members of the community [www.communitylaw.org.au](http://www.communitylaw.org.au)
- Victoria Legal Aid: Provides legal advice, depending on the matter and your circumstances they may be able to provide advice over the phone or alternatively can refer you to see a lawyer for free advice [www.legalaid.vic.gov.au](http://www.legalaid.vic.gov.au)

**Emergency Services:**

- Emergency Services: [000](http://000)