

# Gender impact assessments



## Respect at Monash online module (coursework students)

Subject	Description	Status	Actions taken	Describe actions taken
Program	<p>The Respect at Monash online module is compulsory for all newly commencing coursework students. The purpose of the module is to help students understand what it means to be a respectful member of the Monash community and promote an inclusive and diverse culture on campus.</p>	For Review	Yes	<p>The module was amended and launched in early 2023 after a significant review. The new module was designed with the following aims:</p> <ul style="list-style-type: none"> <li>• Greater interactivity</li> <li>• Tone shift to be more positive and empowering</li> <li>• Broader focus on diversity, inclusion and respect and reframing to the responsibilities of every member of the Monash community to uphold values and behave respectfully.</li> <li>• Practical learnings prioritised over policy heavy or tick-box approach</li> <li>• Gender neutral (to extent possible)</li> <li>• Best practice content (e.g. affirmative consent, tech-based abuse)</li> <li>• New survey questions to evaluate effectiveness</li> </ul> <p>The module content was amended with regard to contemporary sexual harm and gender based violence prevention practice and current literature was reviewed and incorporated. This included better embedding content on affirmative consent (in alignment with revised Victorian legislation), safer sex, and technology-facilitated abuse.</p> <p>Information on safer sex was added into the module, as well as more information about online relationships and technology facilitated abuse to align the module with emerging research and necessary areas of focus following the COVID-19 pandemic.</p> <p>Gender neutral language was incorporated into the module where appropriate, and to avoid creating an association of a victim/survivor being a particular gender, “they” was the only pronoun used in problem scenarios, and all names were specifically chosen to be gender neutral. Gender was still used when discussing who the majority of victim/survivors are, and who the majority of perpetrators are as this was considered critical knowledge for students to have about social contexts and consider their roles in making change.</p>

## Period Positivity at Monash

Subject	Description	Status	Actions taken	Describe actions taken
Program	<p>Monash University partnered with Asaleo Care and Libra to implement the 'Period Positivity At Monash' program with the aim to improve menstrual equity and remove stigma associated with periods, and to promote a safe and inclusive environment at Monash.</p> <p>Dispensers providing free pads and tampons have been installed in 30 bathrooms across Clayton, Peninsula, Parkville and Caulfield campuses. Bathrooms that contain the dispensing units are clearly signed, and people can also scan a QR code to find where these toilets are located on campus.</p>	New	Yes	<p>The program is designed to improve accessibility to period care products for all individuals who require them to enable better outcomes for staff and students who menstruate. The availability of period care products contributes to reducing the stigma associated with menstruation which can have negative impacts on people who menstruate, the majority of whom are women</p>

## Community Safety and Security Policy

Subject	Description	Status	Actions taken	Describe actions taken
Policy	<p>The Community Safety and Security Policy was launched as a result of a consolidation project for all university policies and procedures relating to safety and security. The project sought to review has sought to streamline and contemporise the University's policy approach to safety and security and holistically frame security as it relates to individuals, the University community, property and assets across all operating locations. The policy suite addresses incident reporting, approach to the use of surveillance devices, access control, and the use of university premises and facilities.</p>	New	Yes	<p>An inclusive language review of the policy was undertaken to ensure: the policy utilises non-discriminatory language in relation to gender and other attributes; the policy utilises gender neutral terminology where gender is not relevant (noting that in some circumstances gender is relevant as people of different genders may be differentially impacted by the requirements of the policy); the policy uses non-binary language appropriately; terminology utilised throughout the policy does not promote gender or other social stereotypes associated with different groups of people either explicitly or implicitly.</p> <p>A review of the policy was conducted for any requirements that could potentially discriminate either directly or indirectly against individuals on the basis of gender (or any other protected attribute). No evidence was found of potentially discriminatory requirements.</p> <p>Some of the overall aims in developing the policy were to enhance the focus on the safety and wellbeing of people and the University community, in addition to the security of property and combine all types of security incident reporting into a single procedural instrument for clarity and usability while clearly outlining the functions of different areas in relation to reporting and incident management.</p> <p>The procedural component on reporting and response now clearly sets out that for emergency incidents and security incidents the appropriate channel is via Security Services, however for serious behavioural incidents such as threats to harm a person's self or another; assault or any act of violence; sexual harm; stalking; victimisation or vilification; bullying or harassment; and/or hazing individuals can contact the Safer Community Unit.</p> <p>The Safer Community Unit is a university team responsible for responding to reports and disclosures of concerning, threatening and inappropriate behaviour, including sexual harm. The Safer Community Unit team are all LGBTIQ+ Allies, Family Violence Contact Officers and have specialist training in culturally responsive practice.</p> <p>Having clear and differentiated reporting pathways in the one place (these previously existed, but not so clearly articulated in the one policy instrument) was deemed to be critical in supporting the community and appropriate for individuals for whom a support frame in reporting was the most critical element, i.e. in instances of sexual harm which is a heavily gendered experience.</p>

## Student Ombudsman Policy

Subject	Description	Status	Confirm if actions taken	Describe actions taken
Policy	<p>The University Student Ombudsman (USO) is appointed by Monash University Council to provide an avenue for an independent and impartial review to ensure the investigation and resolution of a student complaint has been carried out in accordance with the Student Complaints Management Procedure. The Student Ombudsman Policy sets out the general principles that guide the review of student complaints undertaken by the Ombudsman and outlines the process for students to lodge a request for review as the final stage for internal resolution of a complaint.</p>	For Review	Yes	<p>An inclusive language review of the policy was undertaken to ensure: the policy utilises non-discriminatory language in relation to gender and other attributes; the policy utilises gender neutral terminology where gender is not relevant (noting that in some circumstances gender is relevant as people of different genders may be differentially impacted by the requirements of the policy); the policy uses non-binary language appropriately; terminology utilised throughout the policy does not promote gender or other social stereotypes associated with different groups of people either explicitly or implicitly.</p> <p>Outcome of inclusive language review: noting that the term 'Ombudsman' has been subject to some debate as to whether it is inherently a gendered term, in this review it was accepted that for the purposes of common understanding and terminology contained in broader university documentation it would be retained at this time.</p> <p>A review of the policy was conducted for any requirements that could potentially discriminate either directly or indirectly against individuals on the basis of gender (or any other protected attribute). No evidence was found of potentially discriminatory requirements.</p>

## Staff and Student Travel Policy

Subject	Description	Status	Actions taken	Describe actions taken
Policy	<p>The Staff and Student Travel Policy suite was the outcome of a review of existing documents to develop a coordinated set of documents that covers domestic and international travel by staff and students, to maintain clear governance, and ensure a consistent approach to risk assessment, approvals and travel management. The new policy enhances the priority given to the safety, health and wellbeing of the traveller, and to the University's ability to fulfil its duty of care obligations rather than being more heavily operational as previous documents were. This policy outlines the university's commitment to supporting staff and student travel that is purposeful and can be undertaken safely and confidently and sets out the requirements and responsibilities for travel approval, booking and management.</p>	New	Yes	<p>An inclusive language review of the policy was undertaken to ensure: the policy utilises non-discriminatory language in relation to gender and other attributes; the policy utilises gender neutral terminology where gender is not relevant (noting that in some circumstances gender is relevant as people of different genders may be differentially impacted by the requirements of the policy); the policy uses non-binary language appropriately; terminology utilised throughout the policy does not promote gender or other social stereotypes associated with different groups of people either explicitly or implicitly. A review of the policy was conducted for any requirements that could potentially discriminate either directly or indirectly against individuals on the basis of gender (or any other protected attribute).</p> <p>The policy stipulates that class of travel available to the traveller (i.e. economy or business class) is determined by length of flight, and whether the traveller requires a higher class of travel as a reasonable adjustment due to the impacts of a disability or medical condition rather than being based of seniority and/or based on individual request. This promotes an equitable approach. The procedural content on staff leading groups of students to travel asks that principles of the Equity, Diversity and Inclusion Framework are considered when selecting students to travel and asks that appropriate staff/student ratios and gender representation are included in these arrangements.</p> <p>The document also requires that risks of travel and duty of care be considered when arranging student travel, and this includes cultural attitudes and/or legal circumstances different to those in Australia which may negatively impact people of different genders/via other facets of identity.</p>

## Media and Social Media Policy

Subject	Description	Status	Actions taken	Describe actions taken
Policy	<p>Monash set out to develop a new institutional policy approach to contemporarise, reduce duplication and bring strategic intent to the University's media and communications policy landscape. This included providing clear and consistent advice to the university community on engaging with media and social media challenges, alignment with the contemporary and changing social media and media landscape, alignment with Freedom of Speech and Academic Freedom Policy, clarify how any issues are managed and detailing standards around filming and image use.</p> <p>The resulting Media and Social Media Policy policy sets out Monash University's approach to using, interacting and engaging with media and social media, along with the related responsibilities of its staff, students and associates.</p>	New	Yes	<p>An inclusive language review of the policy was undertaken to ensure: the policy utilises non-discriminatory language in relation to gender and other attributes; the policy utilises gender neutral terminology where gender is not relevant (noting that in some circumstances gender is relevant as people of different genders may be differentially impacted by the requirements of the policy); the policy uses non-binary language appropriately; terminology utilised throughout the policy does not promote gender or other social stereotypes associated with different groups of people either explicitly or implicitly. The gender-neutral term 'spokesperson' was used throughout the document instead of 'spokesman' or 'spokeswoman', binary gendered language from previous documentation 'he or she' was replaced with 'they' throughout the policy.</p> <p>A review of the policy was conducted for any requirements that could potentially discriminate either directly or indirectly against individuals on the basis of gender (or any other protected attribute). No evidence was found of potentially discriminatory requirements.</p> <p>A specific mention was made in the document that pornographic or sexually explicit content should not form part of university communications - while such content is inappropriate in professional and educational settings it is also content that can often perpetuate gender stereotypes.</p> <p>The policy includes guidance for users on reporting concerns of about behaviour of staff and students on social media (including harassment or discrimination) via not only the marketing and communications team, but also via the Ethical and Respectful Conduct in HR for staff support and/or the Safer Community Unit - a university team responsible for responding to reports and disclosures of concerning, threatening and inappropriate behaviour, including sexual harm. The Safer Community Unit team are all LGBTIQ+ Allies, Family Violence Contact Officers and have specialist training in culturally responsive practice. This variety of options recognises that the impacts and type of inappropriate conduct on social media requires a nuanced response.</p> <p>The policy outlines that consent must be obtained prior to using the still or moving image of a person, where that person is named or could be reasonably identified via a 'talent release form' and a parallel process has been established for individuals to have requests for image removal actioned swiftly. This upholds privacy laws and also provides a mechanism for those whose known association with the university could compromise safety or wellbeing, including victim-survivors of family violence or sexual harm who are disproportionately women.</p>