**BULLYING & HARASSMENT**

This sheet is designed for Monash University students and staff seeking information about support and reporting services.

**Bullying** is intentional, repeated and unreasonable behaviour directed towards a person or a group of people, that is intended to cause harm, fear, intimidation or distress. It can include threats, harassment, stalking, coercion, aggressive behaviour and physical assault.

Bullying can be verbal, physical or emotional. It also includes messages, statements and behaviour online, known as ‘cyber bullying’.

**Harassment** is uninvited or unwanted behaviour that causes you to feel offended, intimidated, insulted or humiliated on the basis of personal characteristics such as race, sexual orientation, gender, age or disability.

Harassment can include behaviours like telling insulting jokes, sending explicit or sexually suggestive emails or texts, displaying racially offensive posters, making derogatory comments or taunts or asking intrusive questions about someone’s personal life or sex life. Sexual harassment is any form of harassment that is sexual in nature.

Bullying and harassment is unacceptable. Where bullying and harassment is perpetrated by a student in a University precinct or at a University activity (including online) it may amount to student general misconduct and result in formal disciplinary proceedings.

**What can I do?**

**Ensure safety**
If you believe there is an immediate risk to yourself or another person, call:
- 9905 3333 for Security on campus
- 000 for an emergency off campus

**Seek advice**
You can seek confidential advice from Safer Community Unit. We’ll help to:
- keep you safe
- connect you with the most appropriate support services for your situation
- give you information on your formal reporting options so that you can make decisions that are right for you
- assist you with the reporting process, if you decide to make a formal report

**How do I help someone else?**
If someone you know has experienced bullying and harassment, you should encourage them to discuss the matter with Safer Community Unit, who can provide them with information, advice and support specific to their circumstances.

Safer Community Unit can also provide advice for you to pass on, and they can also help you with any support you may need.

**For more information:**
- visit monash.edu/safety
- download the Monash bSafe app from the Apple or Google Play stores
**Kids Help Line**
24/7 private and confidential counselling service, specifically for children and young people aged 5 to 25 years.

**Lifeline**
24/7 crisis support and suicide prevention service.

**The Australian Human Rights Commission**
Investigates complaints about discrimination, harassment and bullying.

**Police**
For an emergency response:
- 000

**Police Assistance Line and Online Reporting**
To report non-urgent crime 24/7.
- 131 444

**Crime Stoppers**
To anonymously report criminal behaviour or suspicious activity.
- 1800 333 000

**Safer Community Unit**
Your key point of enquiry, support and response to concerning, threatening or inappropriate behaviour.
- 03 9905 1599
- safercommunity@monash.edu
- monash.edu/safety

**Monash Counselling**
Health and counselling services, programs and resources to keep you healthy in mind and body.
- 03 9905 3020
- 1300 788 336 (student 24/7 counselling)
- 1300 360 364 (staff 24/7 counselling)
- monash.edu/health/counselling

**Respond**
**Security Services**
For emergency assistance on campus, or to request a security escort.
- 03 9905 3333 (emergency)
- 03 9902 7777 (non-urgent)