OUR RESPONSE TO *CHANGE THE COURSE*

ADDRESSING THE AHRC RECOMMENDATIONS

2017 - 2019

JULY 2020

VERSION NO. 1

FOREWORD

In February 2016, the Respect.Now.Always. (RNA) Initiative was founded by Universities Australia. The initiative aims to prevent sexual violence in our University communities and improve the way Universities respond to, and support, victims/survivors through an incident of sexual violence.

One of the key elements of the RNA Initiative saw Universities Australia engage the Australian Human Rights Commission to undertake a national survey of university students regarding their experiences of sexual assault and sexual harassment on and off campus. The results of this survey were released on 1 August 2017 along with nine recommendations for universities to improve how they respond to and prevent sexual assault and sexual harassment on-campus.

This report outlines the actions taken by Monash University to fulfil the nine recommendations made by the Australian Human Rights Commission in the 'Change the Course' report. Here at Monash, we believe one incident of sexual violence or gender-based violence is one too many. This issue is not one unique to Monash or the University sector, it is a public health crisis that impacts all organisations and all parts of society. We all have a role to play in preventing gender-based violence, and here at Monash, we are committed to ongoing prevention initiatives. While this report outlines actions taken through to 31 December 2019, our commitment to prevention remains ongoing and updates to our prevention and response initiatives can be found through our website.

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EXECUTIVE SUMMARY

The purpose of this report is to provide detail on the actions taken by Monash University to fulfil the nine recommendations made in the AHRC 'Change the Course' report on sexual assault and harassment at Australian universities.

This report outlines each of the recommendations, including details of our existing initiatives that align with fulfillment of the recommendation, and an action plan that sets out the specific actions taken to address the recommendation. Existing Monash initiatives include measures that were in place prior to 1 August 2017 and the release of the 'Change the Course' report. The action plan details specific items determined between1 August 2017 through until 31 December 2019.

Recommendation one saw the establishment of the RNA Advisory Committee in September 2017 responsible with guiding the implementation of the Change the Course recommendations, chaired by President and Vice-Chancellor, Margaret Gardner AC, and co-chaired by Deputy Vice-Chancellor and Senior Vice-President (Education), Professor Susan Elliott AM.

Recommendation two advised Universities to take specific action to address the drivers of sexual assault and sexual harassment. Recognising that action under this recommendation required an ongoing commitment to prevention, Monash University created the Respectful Communities team in 2018 to oversee prevention efforts and other RNA initiatives. In addition to a dedicated prevention team, an extensive action plan addressing the drivers of sexual assault and sexual harassment was developed in consultation with community.

Recommendation three focused on improving students' awareness of support services and reporting processes on-campus. Many existing initiatives were in place at Monash to assist with such promotion, but a wide range of additional actions have been taken since to ensure our community members are aware that victim-centric support is available on and off campus.

Recommendation four required Monash University to undertake an independent review of its policies and response pathways on-campus pertaining to allegations of sexual offences. General student misconduct reports were centralised at the start of 2018, and the independent review followed in June 2018, with results published in October 2018. Majority of recommendations made in the review were actioned by the end of 2018, with outstanding recommendations fulfilled by late-2019/early-2020.

Recommendation five supported the delivery of specialised training for staff on-campus most likely to receive disclosures of sexual assault and sexual harassment. We engaged external experts to deliver face-to-face training for our staff and student leaders in 2018, and in 2019, we worked with experts to adapt the training into an online module for greater accessibility.

Recommendation six encouraged universities to collect data regarding disclosures and reports of sexual assault and harassment to ensure continuous improvement of processes. Monash continues to store this data securely and has committed to publicly sharing our annual data on sexual assault and harassment within our community.

Recommendation seven required an independent audit of our counselling services to be undertaken. This was actioned in late 2017 with all recommendations promptly implemented.

Recommendation eight, for action by Universities Australia, committed to the delivery of a national university survey into sexual assault and harassment every three years. Monash has committed to being an active participant in all surveys.

Recommendation nine required Monash University to undertake an independent review of the contributing factors to sexual assault and harassment in our University residences. This review was combined with the independent review at recommendation four. Majority of recommendations made in the review were acted on by the end of 2018, with outstanding recommendations fulfilled by late-2019/early-2020.

RECOMMENDATION 1

ESTABLISH AN ADVISORY COMMITTEE

Chaired by the Vice-Chancellor, the Monash RNA Advisory Committee meets quarterly to oversee the implementation of the recommendations of the Change the Course Report and provide continual review of RNA initiatives at the University.

Recommendation

Vice Chancellors should take direct responsibility for the implementation of these recommendations, including decision-making and monitoring and evaluation of actions taken. To assist and advise them in this respect, Vice-Chancellors should have an advisory body within their institution which has responsibility for guiding the implementation of the recommendations made in this report. The advisory body should report directly to the Vice-Chancellor of each university and include representation from:

- the university's senior leadership;

- the student body;

- academic staff;

- affiliated residential colleges;

- student services (such as: counselling services, medical services and campus security); and

- frontline sexual assault services.

The advisory body should be responsible for developing an action plan for the implementation of these recommendations. The development of an action plan should involve broad and extensive consultation with all relevant stakeholders from the university community and, where relevant, the wider community.

The advisory body should also seek independent expertise where relevant and draw on existing research and best practice. The advisory body should assess and publicly report on the university's progress towards implementation of these recommendations within 18 months of the release of this report. From then on, public reporting on progress should occur on an annual basis.

RNA Advisory Committee

We established the RNA Advisory Committee, and accompanying Terms of Reference, in September 2017. The RNA Advisory Committee is chaired by Monash University Vice-Chancellor and President Professor Margaret Gardner AC, with Deputy Vice-Chancellor (Education) and Vice-President, Professor Sue Elliott AM as Co-Chair. The RNA Advisory Committee includes representation from Monash's senior leadership, the student body, academic staff, residential colleges, student services and frontline sexual assault services:

- Professor Margaret Gardner AC (Chair) – Vice-Chancellor & President

- Professor Sue Elliott AM (Co-Chair) – Deputy Vice-Chancellor & Vice-President (Education)

- Mr. Vladimir Prpich – Executive Director, Campus Community Division

- Professor Sharon Pickering – Dean, Faculty of Arts

- Professor David Copolov – Pro Vice-Chancellor (Major Campuses and Student Engagement)

- Professor Andrew Walker – Pro Vice-Chancellor and President (Malaysia)

- Professor Matthew Gillespie – Vice-Provost (Faculty and Graduate Affairs)

- Ms. Emily Spencer - Chief of Staff and Director, Office of the Vice-Chancellor and President

- Ms. Bridgid Connors – Chief Human Resources Officer

- Ms. Susan Anderson – General Counsel

- Ms. Trisha Prpich – Director, Monash Residential Services

- Mr. Andrew Marks – Director, Counselling and Mental Health Programs

- Ms. Fiona Marshall - Manager, Respectful Communities

- Mr. Sean Brito-Babapulle – Principal, Mannix College

- Ms. Jo Mithen - Chief Executive Officer, Monash College

- Independent nominee – SECASA
- Student President, Monash Postgraduate Association
- Student President, MONSU Caulfield
- Student President, Monash Student Association
- Student President, MONSU Peninsula
- Student President, Monash Parkville Student Union

Action Plan

1. Establish an RNA Advisory Committee.

   - The RNA Advisory Committee meets quarterly, or as required, to develop an action plan to prevent and appropriately respond to sexual assault and sexual harassment at Monash University.

   - Agenda and minutes from each meeting are available online. This provides regular updates to the Monash community about our progress towards the implementation of the recommendations made in the Change the Course Report and other RNA initiatives.

   - In publishing this report, we're closing off this action plan to address the Change the Course Report. However, we recognise this work doesn't end here, the prevention of sexual assault and sexual harassment requires an ongoing commitment that we're making. You can learn more about what this looks like in the rest of this report.

2. Utilise and implement, where appropriate for our community, resources developed by Universities Australia (Universities Australia 10-point action plan).

   - We're committed to implementing RNA resources developed by Universities Australia where they further assist us to expand our evidence-based, best practice approach to prevention and response.

RECOMMENDATION 2

ADDRESS DRIVERS OF SEXUAL ASSAULT AND HARASSMENT

In consultation with students, experts and the community, we're developing and sharing educational programs and resources to prevent sexual assault and sexual harassment. Our programs and resources focus on addressing the evidence-based drivers of sexual assault, sexual harassment and gender-based violence, and include education on respectful relationships, consent and bystander intervention.

Recommendation

Universities develop a plan for addressing the drivers of sexual assault and sexual harassment that:

- Provides students and staff with education about: behaviour that constitutes sexual assault and sexual harassment, consent, respectful relationships, attitudes that support violence, and bystander intervention.
- Identifies existing resources and communications campaigns that reinforce key messages of education programs for dissemination to staff and students.

Education programs and communications should:

- target all levels of the organisation – current and future students, staff, residential colleges, public transport to/from university, sports clubs, student societies and student unions;
- be based on best practice and research;
- be developed and delivered by individuals and/or organisations with expertise in sexual violence prevention;
- be developed in consultation with university students; and
- include measures for evaluating and refining the actions taken.

Existing Monash Initiatives

Consent Video

In June 2016, we produced and released a video on Consent, explaining what sexual consent means, where it begins and where it ends. The video was developed in consultation with Monash students and SECASA (South Eastern Centre Against Sexual Assault). All students were automatically enrolled in the Consent Video via the University's Learning Management System (Moodle), and it was mandatory that they watch the video if they:

- lived on-campus within MRS (Monash Residential Services), or
- attended an off-campus event organised by a faculty or student-based club/society.

The video has been shared freely with all Australian Universities.

Respectful & Responsible Online Module

In May 2017, we developed and released an online educational module with the input of student organisations and other authorities (including SECASA). The Respectful & Responsible online module was developed to foster healthy and mutually respectful relationships, encourage safe bystander intervention and promote changes in attitudes and social norms to create a safer, more inclusive community. It provides important information about:

- students' rights and responsibilities;
- the importance of healthy relationships;
- what students' need to know about alcohol and other drugs;
- what constitutes problem behaviour and misconduct; and
- how to be an active bystander.

All students are automatically enrolled in the Respectful & Responsible online module via their Moodle account, and it is mandatory to complete the module if they:

- attend an off-campus event organised by a faculty of student-based club/society;

- are a new MRS resident;
- are a MRS student leader; or
- are a member of the MRS Residential Support Team.

The module has been shared freely with all Australian Universities.

<u>MRS Initiatives</u>

In 2016 MRS partnered with the MSA Women's Office to produce and circulate posters on consent, and continues to develop this partnership.

In January 2017, we introduced a requirement that all first-year students living at Monash's on-campus residential halls must participate in the Sexpectations program. This one-hour program, initially developed by student leaders and accredited by SECASA, covers content on sex, consent and fostering a respectful culture.

In 2017, all residential halls featured a series of Sunday Supper events focused on respectful interpersonal relationships. This included a residential-specific screening of The Hunting Ground documentary.

In 2017 all MRS Residential Advisors undertook Respectful Community Initiative Training.

<u>Resources for Non-Monash Students</u>

In July 2017, we released the CCD eLearning website in response to the fact the there are occasions when non-Monash people attend varsity events with Monash students. The website allowed non-Monash people access to the Consent video, Respectful & Responsible online module and the Varsity Representative Agreement thereby ensuring that non-Monash people satisfied our requirement for pre-event compliance requirements. Access to complete these resources is arranged by the University on these occasions.

Action Plan

1. Develop a campaign to promote the Consent Video and the Respectful & Responsible online module through initiatives such as RNA Day. The campaign will reinforce key messages to reduce sexual assault and sexual harassment, and provide information regarding support services.
   - The Respectful Communities team was established 1 January 2018 to oversee prevention and RNA initiatives across the University. We recognise that prevention of sexual assault and sexual harassment requires an ongoing commitment with dedicated resources focused on addressing the drivers of gender-based violence.
   - Respectful Communities hosts an information marquee for the duration of each O-Week carnival at the Clayton, Caulfield, Peninsula and Parkville campuses. The information marquee involves engaging students in a conversation about the prevention of sexual assault and sexual harassment on-campus, as well as providing information regarding support services and educational opportunities (including online modules).
     - In 2018, over 1,500 students directly engaged in a conversation with Respectful Communities which involved completing a short survey on support services at Monash and having a conversation about the importance of the RNA campaign.
     - In 2019, over 1,900 students engaged in a conversation with Respectful Communities.
   - The Consent Video and the Respectful & Responsible online module was incorporated into a new online module, Respect at Monash, in October 2018. The development of the new online course involved extensive input from our student community, as well as external experts including SECASA.
   - For students commencing their studies in the 2019 academic year, the completion of the Respect at Monash online module was compulsory. This occurred at the request of the Monash Student Organisation Presidents, and was endorsed by the RNA Advisory Committee. Students who failed to complete the module within their first semester of study were encumbered.
     - By the end of 2018, 8,297 students had completed the Respect at Monash online module (or the previous Respectful & Responsible online module).
     - By the end of 2019, 21,269 students had completed the Respect at Monash online module.
   - Respectful Communities, in collaboration with students from the Monash Minds Leadership Program, host an annual RNA Week across the Caulfield, Peninsula, Clayton and Parkville campuses.
     - In 2018, staff and volunteers engaged 1446 students in activities focused on consent.

- In 2019, staff and volunteers engaged over 1,100 students in activities focused on being an active bystander.

2. Investigate whether the Consent Video can include questions to ensure viewers of the video understood its content.
   - With the launch of the new Respect at Monash online module, we introduced a series of optional questions at the end of the module to help students process their learning. More than 21,500 students completed feedback on the module by the end of 2019, with:
     - 67% students indicating that after completing the module they would call out disrespectful behaviour amongst their friends if witnessed;
     - 75% students feeling that after the module they were highly likely to change their behaviour to be more respectful; and
     - 68% students indicating that after completing the module they would change their attitude and behaviour regarding consent.
   - In October 2019, we launched a new and improved Consent Video.

3. Investigate options for International Exchange and Study Abroad students to view the Consent Video and complete the Respectful & Responsible online module.
   - In 2018 and 2019, staff from Respectful Communities attended orientation sessions for incoming Study Abroad and International Exchange students to provide information on Monash's commitment to the RNA initiative, details of support services available at Monash and screen the University's Consent Video. During the presentation, students were encouraged to complete the Respect at Monash online module.
   - With the introduction of the Respect at Monash online module as compulsory for students new to Monash, all International Exchange and Study Abroad students are also required to complete the module.

4. TeamMONASH to introduce requirement for mandatory viewing of Consent Video and completion of Respectful & Responsible module by all registered participants in Monash approved/endorsed overnight off-campus events.
   - Effective as at 1 February 2018.

5. Faculty General Managers to continue requirement for mandatory viewing of Consent Video and completion of Respectful & Responsible module by all registered students attending a faculty approved/endorsed overnight off-campus events.
   - Effective as at 1 February 2018.

6. MRS to continue to require mandatory viewing of Consent Video by all students living on-campus.
   - Effective as of 1 January 2018.
   - MRS requires all students submitting applications to live on-campus in 2019 to complete the Respectful & Responsible / Respect at Monash online module.
   - Since 2018, two MRS Residential Advisors from each residential hall are trained to delivered the Sexpectations program to their peers which is focused on providing affirmative consent education. Respectful Communities conducts a facilitator training program each year. SECASA endorses the program, and the facilitators, annually.
   - In 2019 MRS rebranded their student-led Prevention of Violence Against Women Committee as the MRS RNA Committee. The Committee coordinates a series of events throughout the year, with support from MRS staff and Respectful Communities staff, that seek to address drivers of gender-based violence.
   - MRS continues to promote widely messages promoting affirmative consent, along with other prevention of gender-based violence events, training and messages developed by Respectful Communities, throughout their residential halls on digital screens and hard copy posters.

7. MRS to continue to mandate completion of Respectful & Responsible online module for all student leaders and members of the Residential Support Team.
   - Effective as of 1 January 2018, all Residential Student Leaders and members of the Residential Support Team are required to view the Consent Video. From 2019, this is a requirement to complete the Respect at Monash online module.
   - In 2018, Respectful Communities facilitated the updated Respectful Community Initiative Training over two

hours to Residential Student Leaders. Renamed BRIGHT (an acronym for Bystander intervention, Respectful relationships, Intimate partner violence and Gender equity Higher education Training), the completion of the training is a requirement for all Residential Student Leaders.

8. Mannix College investigating mandatory viewing of Consent Video by all students seeking to live at Mannix College.

   ● From August 2018, Mannix College has introduced the requirement that all students living at Mannix College must complete the new Respect at Monash online module.

9. Mannix College investigating mandatory completion of Respectful & Responsible online module for all student leaders and members of the Residential Support Team.

   ● From August 2018, Mannix College has introduced the requirement that all students living at Mannix College must complete the new Respect at Monash online module.

   ● From 2018 onwards, all Student Leaders complete BRIGHT facilitated by Respectful Communities.

10. Mannix College implementing a two-hour consent training program for all Resident Advisors and the Student Committee, and working with Respectful Communities to roll out an active bystander training (including consent).

    ● In 2018, Respectful Communities facilitated the updated Respectful Community Initiative Training over two hours to all Resident Advisors and the Student Committee. Renamed BRIGHT (an acronym for Bystander intervention, Respectful relationships, Intimate partner violence and Gender equity Higher education Training), the completion of the training is now a requirement for all Student Leaders at Mannix College.

11. HR to review Ethical and Professional Conduct Training that is required to be completed by staff every three years, to ensure that material address issues of consent, appropriate staff/student relationships, bystander behaviour and response pathways for issues of sexual assault and sexual harassment.

    ● Monash HR completed a review and confirmed that the material is current and relevant in June 2018.

12. Monash HR to launch an instructional animation, that deal with workplace culture and expectations at Monash to all staff, and to be included as part of induction materials.

    ● In June 2018, Monash HR launched an animation – Welcome to the Values of Monash.

13. Office of the Deputy Vice-Chancellor (Education) to investigate additional training requirements for students in offshore campuses, student leaders engaged in Access Monash programs, and alumni mentors.

    ● All Access Monash Mentors are required to complete the *Respect at Monash* online module.

    ● From 1 July 2018, all Team Members of Monash's Peer Assisted Study Sessions must complete the *Respect at Monash* online module.

14. MGRO (Monash Graduate Research Office) will be updating and refreshing the Graduate Research Induction Module for all graduate research students and key messages.

    ● MGRO have updated and enhanced the Induction Module to specifically address RNA key messages, with the content reviewed by Workplace Relations.

    ● MGRO have included training modules with scenarios along with discussion time to address and raise awareness of RNA in the supervision of HDR students. These workshops are within supervisor level 1 accredited training that is required by all supervisors (staff and adjuncts) managing HDR students.

    ● All HDR students and supervisors have been notified of the Staff/Student Personal Relationships Procedure released in April 2018.

    ● MGRO have updated and enhanced their various induction materials and key messages following consideration of the Principles for Respectful Supervisory Relationships (Universities Australia 10-point action plan, item three).

15. Identify external educational campaigns that could supplement Monash offerings and be promoted to staff and students.

    ● The Respectful Communities team was established 1 January 2018 to oversee prevention and RNA initiatives across the University. With expertise in the prevention of gender-based violence, they are

focused on exploring the implementation of evidence-based educational campaigns and programs.

- In 2019 we successfully piloted the [Enhanced Assess, Acknowledge, Act (EAAA) Sexual Assault Resistance Program](#), it forms one critical piece of a comprehensive primary prevention strategy developed by Respectful Communities to address sexual assault and other forms of sexual misconduct within our campus community. The program will continue running in 2020.

- Following the success of the EAAA Sexual Assault Resistance Program, in 2019 the RNA Advisory Committee endorsed the creation of an evidence-based program for men-identifying students to help prevent gender-based violence. In developing the program, Respectful Communities in undertaking extensive research and consultation with external experts. [The Masculinities Project](#) pilot will commence in 2020 and will provide men with an opportunity to attend an intensive program focused on their role in promoting gender equality and addressing the drivers of gender-based violence.

16. Develop and implement a bystander training program.

- Respectful Communities has integrated evidence-based bystander intervention strategies into a number of training programs including Respect at Monash, Sexpectations and BRIGHT.

- In 2019 MRS and Respectful Communities have started planning for a whole-of-community strategy to increase bystander intervention within the residential setting. This will involve social norms marketing and training for residents and staff in bystander intervention. The initiative will commence in 2020.

17. Develop a process for evaluating effectiveness of training and education programs (such as surveys).

- Respectful Communities is committed to ensuring all training and education programs are evidence-based and evaluated to ensure there is effectiveness. Examples of some of the surveys and evaluation undertaken of different initiatives include:

  ▪ Respect at Monash online module asks a series of questions to assess students understanding of subject matter and how likely they are to change their behaviour as a result. See recommendation 2, item 2.

  ▪ BRIGHT utilises a combination of pre- and post-surveys to measure success. The program received overwhelmingly positive feedback in 2019:

    - 95% students felt better equipped to change their club or groups culture around gender.

    - 97% students felt better prepared to be an active bystander if they witness gender-based violence.

    - 98% students felt better equipped to respond to a disclosure and outline support services available.

  ▪ The Masculinities Project will be formally evaluated by Monash academics.

RECOMMENDATION 3

AWARENESS OF SUPPORT SERVICES AND REPORTING PROCESSES

We're making sure that we have the right sexual assault and harassment support services in place and these services are clearly communicated to staff and students.

Recommendation

In order to ensure students and staff know about support services and reporting processes for sexual assault or sexual harassment, universities should:

- Widely disseminate information about university reporting avenues to staff and students.

- Widely disseminate information about internal and external services to staff and students, including: university counselling and medical services, campus security, local sexual assault services, police, medical centres, hospitals, counselling services and anti-discrimination agencies.

- Ensure that information about internal and external services reporting procedures and support services is displayed clearly, in logical places, on the university website.

- Ensure that information about internal and external services reporting procedures and support services is provided to students as part of their orientation into university and to new staff as part of their human resources induction/on-boarding.

- Ensure that information about internal and external reporting procedures and support services is accessible to all students and staff, including people with disability and people from CALD backgrounds.

- Develop relationships with external services (local sexual assault service, local hospital) to enable referral of students to these services where necessary.

Universities should evaluate the activities undertaken to increase awareness of support services and reporting processes to ensure that these measures have been effective in increasing awareness among staff and students.

Existing Monash Initiatives

Guides and Resources

In January 2017, we developed the *Be Aware – Prevention is Protection Student Safety Guide*. The booklet provided comprehensive information about support services and reporting pathways on-campus, as well as providing trauma-informed, victim-centric safety tips.

In July 2017, we worked with the MSA (Monash Student Association) to develop and publish the *What You Should Know resource guide*. This was a collaborative effort between the 2018 MSA Women's Officers and Campus Community Division (CCD). The resource provided specific support information to victim/survivors of sexual violence.

Incident Management Scenario Training

In January 2017, we introduced an externally validated Incident Management Scenario Training course which highlights the processes and protocols for dealing with incidents of any magnitude including sexual assault and sexual harassment. All approved off-campus events and activities must have a lead person at the event who has completed this course.

MRS Initiatives

All residents received multiple messages on arrival, and throughout their time living on-campus, regarding support services available, these include:

- Before arrival, every residence is fitted with a Safe and Respectful Communities Card outlining reporting pathways and support services, along with MRS' standards, expectations and commitment to providing a safe environment for all residents.

- Orientation programming consisting of online and face-to-face programming, including the *Sexpectations* program, provides new residents with key information about support services on- and off-campus.

- Support services, the RNA initiative, and the RNA Support App, are promoted throughout the residential halls on digital screens and through hardcopy posters and resources.

With regard to responding to incidents of sexual assault or sexual harassment, any allegations of sexual offences occurring within MRS are reported to SCU (Safer Community Unit).

Off-Campus Event Guidelines

In February 2016, we developed and implemented new off-campus events guidelines which include Local Incident Management Protocols and training to ensure that appropriate and timely actions are taken in response to the occurrence of all incidents. The response guidelines include the escalation to Executive Director Campus Community Division of all critical incidents – including sexual assault and sexual harassment – that may occur at off-campus events attended by Monash students.

The Local Incident Management Protocols are compulsory for use by the wider university community including all Monash student organisations and their affiliated clubs and societies, affiliated sporting clubs and faculty based non-academic off-campus events. As part of these guidelines, all sporting clubs and groups are required to sign a Representative Agreement before they go to a sporting event to represent Monash.

On-Campus Counsellors

In 2014, we entered into an agreement with SECASA to have their specialised counsellors on-campus at Clayton two days per week, and at Caulfield one day per week. Students from all Monash campuses can seek an appointment with a SECASA counsellor. In July 2017, SECASA provided specialised sexual assault and trauma training to Monash counsellors, contracted psychologists and licensed psychologists.

RNA Support App and Website

In consultation with student organisations and other authorities (including SECASA), we developed and released the Monash University RNA Support App to help staff and students navigate the support services and reporting options available to them. We also established the Monash RNA website. Both were released in July 2017.

Action Plan

1. Develop an orientation campaign to reinforce key messages to reduce sexual assault and harassment and provide information regarding reporting process and access to external referral services.

    ● Respectful Communities hosts an information marquee for the duration of each O-Week carnival at the Clayton, Caulfield, Peninsula and Parkville campuses. See recommendation 2, item 1 for more information.

    ● With the development of the Respect at Monash online module, comprehensive information about support services and reporting pathways for victim/survivors was integrated. From the 2019 academic year, it's compulsory for all new students studying at our Australian campuses to complete the module. This means within their first semester of study all new students are communicated too regarding support services on-campus. In addition, these messages are reiterated in the recommended Monash Essentials module and throughout various other orientation events. See recommendation 2 for more information.

    ● In addition to placing the Safe and Respectful Communities Card in every resident room, MRS has included the support services information contained in the card in their 'Welcome Home – Your guide to MRS' booklet for 2018 and 2019.

    ● Starting from March 2018, Respectful Communities places monthly half-page advertisement in the Monash Student Organisations Magazines (Lot's Wife and Esperanto), outlining reporting, referral and support options for victim/survivors of sexual violence.

    ● The resource guide What You Should Know is updated annually in a partnership between the MSA Women's Officers and Respectful Communities. From 2018, the content from the University's Be Aware – Prevention is Protection Student Safety Guide was integrated into the What You Should Know resource guide. The resource is updated each year and includes content on hazing, playing it safe online, sexual health, and support services on- and off-campus. The latest version of the booklet is available through Respectful Communities and MSA Women's webpages.

    ● Respectful Communities promotes on- and off-campus support services and reporting pathways at all events and training hosted by the team. To learn more about these initiatives, see recommendation 2 or the Respectful Communities website.

2. Develop a campaign to promote Monash University RNA Support App.

    ● Respectful Communities will be placing a half page advertisement (every month commencing March 2018) in each of the Student Magazines promoting the RNA Support App.

    ● Respectful Communities promotes the RNA Support App at all events and training hosted by the team. To learn more about these initiatives, see recommendation 2 or the Respectful Communities website.

    ● From 28 March 2018, the RNA Support App is now available for download via the app store (iOS and

Android) in addition to being viewable online through the SCU website. An updated app is currently in production and will be released in 2020.

3. Enable the information contained in the Monash University RNA Support App to be viewed via a web browser by listing the information on the Safer Community website

   ● Effective as at 1 January 2018.

4. Develop opportunities for greater collaboration with SECASA and the Victoria Police SOCIT (Sexual Offences and Child Abuse Investigation Team).

   ● SECASA provides a specialist counsellor three days per week; one day at Monash's Caulfield campus and two days at Monash's Clayton campus. In addition, they provide specialised sexual assault and trauma training to Monash counsellors, contracted psychologists and licensed psychologists.

   ● SECASA provides support, information and guidance to Monash in respect to the development of programs, initiatives and digital assets such as the Monash RNA Support App and the Respectful & Responsible / Respect at Monash online module.

   ● SECASA provides face-to-face training sessions on responding to disclosures of sexual assault to staff and student leaders. See recommendation 5, item 1.

   ● The SCU has engaged with the SOCIT teams close to each Monash campus (including Box Hill, Moorabbin, Knox and Frankston). SCU has explained and/or presented in relation to its role, key functions and processes, and tours of Monash campuses have been arranged for SOCIT members.

   ● SOCITs have agreed to make detectives available, with the permission of the victim/survivor of a sexual offence, to be present during the initial meeting between the victim/survivor and SCU.

   ● SOCITs have indicated their willingness to receive direct contacts from SCU members about any matter concerning a reported sexual offence.

   ● SOCITs have indicated their willingness to receive de-identified reports containing information that Monash believes Victoria Police should know in the interests of community safety.

   ● SOCIT has presented to key Monash staff involved in frontline responses to reported sexual offences. These staff are now aware of SOCIT's role, operational practices and methodologies, which will help to ensure that any action taken by the University does not interfere with a Victoria Police investigation.

   ● SCU will continue to engage with each SOCIT regularly, with a view to strengthening collaboration between Monash and Victoria Police.

5. Investigate the possibility of having a CASA counsellor at Monash Peninsula and Parkville campuses.

   ● SECASA have advised that they are unable to provide a counsellor to be present on the Peninsula Campus. Peninsula students who need SECASA services will have direct access into the SECASA Seaford office.

   ● Monash's Parkville campus is outside SECASA boundary. Students at Parkville Campus will be referred directly to CASA House located at 210 Lonsdale Street.

6. Develop a process for evaluating effectiveness of awareness of support and referral services.

   ● In semester 1, 2018 the University has developed an online survey specifically asking responders to provide feedback on the university's RNA campaign, the RNA Support App and support and referral services. The survey link has been promulgated to the Presidents of all Monash Student Organisations. The survey questions will also be added to the MRS, Non-Residential Colleges and English Connect annual survey which are administered annually.

7. Monash HR to develop a new publicly accessible website that promote positive behaviours in the workplace and how to make complaints / report incidents.;

   ● Monash has developed and released a Culture of Integrity and Respect website effective April 2018. The website is live and is publicly accessible from a drop-down tab on Monash's About Us website.

8. Monash HR to update Equal Opportunity Policy, Conduct and Compliance Policy, Unacceptable Behaviour in Workplace Procedure, Staff / Student Relationships Procedure – all aimed at more clearly articulating grievance processes to deal with complains of harassment and expected behaviours of all staff.

   ● Monash has reviewed and updated the following effective April 2018:

      ▪ Equal Opportunity Policy;

      ▪ Integrity and Respect Policy;

      ▪ Resolution of Unacceptable Behaviour and Discrimination in the Workplace Procedure; and

▪ [Staff/Student Personal Relationships Procedure](#).

9. Monash HR to rewrite Ethics Statement to provide stronger emphasis on appropriate behaviours in the workplace.

- Monash has reviewed and updated the [Ethics Statement Policy](#) effective April 2018.

10. Investigate the possibility of implementing an online booking software platform for the SCU.

- Following investigation and consultation, it has been determined that implementing an online appointment booking platform may cause operational and safety risks. In particular, an online appointment booking platform would eliminate the opportunity for SCU staff to:

  ▪ identify the immediate level of risk to the student or staff member, including whether any urgent risk treatment measures or urgent referrals are required; and

  ▪ adequately prepare for the appointment so as to ensure the advice they provide is tailored to the specific query or concern of the student or staff member.

- SCU has implemented an online reporting form in 2019, and is integrating this into the updated RNA Support App due for release in 2020.

11. Implement Universities Australia training modules for staff and students which have been developed by UA to educate staff and shape their awareness of unacceptable behaviours and will assist them to respond to and support those affected by sexual assault and harassment ([Universities Australia 10-point action plan](#), item four).

- Once the module is available, we're committed to exploring options for implementation.

12. Review Monash University's procedures against Universities Australia's guidelines on responding to reports of sexual assault and sexual harassment in a compassionate and timely way and if necessary modify Monash University procedures to incorporate Universities Australia best practice guidelines ([Universities Australia 10-point action plan](#), item seven).

- We're committed to implementing RNA resources developed by Universities Australia where they further assist us to expand our evidence-based, best practice approach to prevention and response.

RECOMMENDATION 4

INDEPENDENT REVIEW OF POLICIES AND RESPONSE PATHWAYS

We're commissioning an independent, expert-led review into our misconduct policy, procedures and disciplinary processes, as well as the response pathways in relation to sexual assault and harassment.

Recommendation

In order to ensure that actions taken by universities to prevent and respond to sexual assault and sexual harassment are appropriate, within a year of the release of this report, universities should commission an independent, expert-led review of existing university policies and response pathways in relation to sexual assault and sexual harassment. This review should assess the effectiveness of existing university policies and pathways and make specific recommendations to universities about best practice responses to sexual assault and sexual harassment.

In the interim, and at an institutional level, universities should draw on sexual violence counselling expertise to develop and review processes for responding to sexual assault and sexual harassment of students to ensure that they:

- Secure the immediate safety and wellbeing of the individual who has experienced the sexual assault or sexual harassment

- Are clear and accessible

- Provide individuals with control over what happens to their report

- Have the flexibility to suit individual circumstances

- Provide students with support to continue with their studies

- Provide specialist support, from someone who has specialist expertise and training in sexual assault, sexual harassment and trauma counselling of sexual assault survivors, and

- Accommodate the needs of students from a diverse range of backgrounds.

Existing Monash initiatives

On-Campus Counsellors

We have SECASA counsellors on our Clayton and Caulfield campuses, accessible to students and staff. We engage with SECASA on any updates or changes to policy, procedure or response pathways pertaining to support victim/survivors of sexual assault and sexual harassment to ensure a trauma-informed, victim-centric approach.

SCU

In 2008, we established the Monash SCU to be the central point of referral for any incidents of problem behaviour, including sexual offences. SCU provides support, information, advice and referrals to anyone in our community.

Action Plan

1. Commission an independent, expert-led review of existing university policies and response pathways in relation to sexual assault and sexual harassment.

   - In June 2018, following a competitive procurement process, Worklogic were appointed by the University to conduct the independent, expert-led review. In October 2018, Worklogic completed their independent review. The results of the report commended the University, noting various strengths in our current response pathways, but also highlighted where we have more work to do. Monash has committed to implementing all recommendations.

2. Centralise the student general misconduct (which includes sexual offences) disciplinary process, including implementing revised student general misconduct policy and procedures.

   - This was effective as at 26 February 2018.

3. Develop guidelines for responding to allegations of a sexual offence.

   - In June 2018 the Monash University RNA Advisory Committee accepted and endorsed the tabled *Guidelines for the University's response to allegations of a sexual offence* which were developed in consultation with and are endorsed by SECASA.

- In October 2019 further revisions were made to our student general misconduct policy and principles, which including the Guidelines being adapted into a Procedure with external expert advice from Worklogic:
  - Sexual Misconduct Response Procedure
  - Student General Misconduct Procedure
  - Student General Conduct Policy
  - Monash University Council Regulations

4. Implement Universities Australia's training module in specialist professional development for university counsellors. This unit will enhance and extend the skills of mental health clinicians to provide support to people affected by sexual assault and sexual harassment (Universities Australia 10-point action plan, item six).

- Once the module is available, we're committed to exploring options for implementation.

RECOMMENDATION FIVE

TRAINING FOR PEOPLE MOST LIKELY TO RECEIVE DISCLOSURES

We're identifying staff and student representatives who are likely to receive disclosures of sexual assault and sexual harassment, and training them in how to appropriately respond.

Recommendation

Universities should conduct an assessment to identify staff members and student representatives within their institution most likely to receive disclosures of sexual assault and sexual harassment. Universities should ensure that these staff members and student representatives receive training in responding to disclosures of sexual assault and sexual harassment, delivered by an organisation with specialist expertise in this area.

Existing Monash Initiatives

MRS Initiatives

MRS has developed strong working relationships with the UHS (University Health Services), University Counselling Services, SECASA and SCU which assists them to support victim/survivors through appropriate response to disclosures and reports of sexual assault and sexual harassment.

Action Plan

1. Engage SECASA to provide training in responding to disclosures of sexual assault and sexual harassment.

    ● In late 2017, we identified different areas as requiring training on responding to disclosures Respectful Communities has offered SECASA face-to-face training sessions on responding to disclosures of sexual assault to all staff and student leaders. All areas identified as most likely to receive a disclosure of sexual assault were contacted directly encouraging staff and student leaders from those areas to attend:

        ▪ MRS Residential Support Team members (including College Heads, Deputy College Heads, residential support Assistants, Resident Advisors, Director MRS, Deputy Director Residential Support and Engagement, Manager Residential Support and Engagement).

            - In September 2017, SECASA provided frontline responders training to members of residential support staff, including College Heads, Deputy College heads and Residential Support Assistants.

            - MRS Residential Advisors and Residential Support Team Officers appointed for 2018 received SECASA face-to-face frontline responders training throughout November and December 2017.

            - Going forward, all new MRS RSTO and all RA will receive annual face-to-face training on responding to disclosures of sexual assault endorsed by SECASA. Other training provided includes vicarious resilience training (delivered by Mental Health First Aid accredited nurses).

            - Since its release, all RSTO annually complete the online responding to disclosures of sexual assault training.

        ▪ Mannix College Residential Support Team members.

        ▪ Office Bearers and staff members of Monash Student Organisations.

        ▪ Teaching staff in Faculties (Deans to nominate staff within their faculty to receive training).

        ▪ Monash Abroad (to nominate staff within their portfolio to receive training).

        ▪ Nursing Staff, including Triage Nurses, within the UHS.

        ▪ TeamMONASH staff.

        ▪ Students and staff who nominate themselves as Team Leader for an off-campus event or activity.

        ▪ William Cooper Institute (to nominate which staff within their area should receive training).

        ▪ Access Monash (to nominate which staff within their portfolio should receive training).

    ● In addition to targeting the above identified areas for training in responding to disclosures, we've opened up sessions to all interested staff and students to complete the training.

    ● In 2018, over 1000 staff and students have completed SECASA-facilitated responding to disclosures training.

- In 2019, prior to the launch of the new online training, over 200 staff and students completed the SECASA-facilitated responding to disclosures training.

2. Investigate the mode of delivery of first responder training to students and staff across offshore campuses (such as Prato, IITB and China), participating in exchanges, and engaged in industry-based learning placements and student leadership programs.

    - In 2019, Respectful Communities commenced working with SECASA to explore adapting the current face-to-face responding to disclosures of sexual assault training into an online format (in addition to providing face-to-face workshops) to enable a wider-audience to complete this important training.

    - This new online training module was made available to staff and students at all locations in September 2019.

3. Implement Universities Australia training modules for staff and students which have been developed by UA to educate staff and shape their awareness of unacceptable behaviours and will assist them to respond to and support those affected by sexual assault and harassment. (Universities Australia 10-point action plan, item four)

    - Once the module is available, we're committed to exploring options for implementation.

4. Consider frontline training coordinated by Universities Australia through Rape and Domestic Violence Services Australia or an equivalent local provider. This training will equip more university staff with the skills to respond effectively and compassionately when someone discloses an experience of sexual assault or sexual harassment. (Universities Australia 10-point action plan, item five).

    - We're continuously developing and evolving the measures we take to help prevent sexual assault and sexual harassment within our on-campus accommodation. This includes integrating RNA awareness raising materials, as well as various educational programs and events. All initiatives implemented in MRS are informed by best practice and external experts.

RECOMMENDATION SIX

REPORTING AND CONTINUOUS IMPROVEMENT OF PROCESSES

We're reviewing and improving our processes so that appropriate action is taken once a report of sexual assault or sexual harassment is made.

Recommendation

Universities should ensure that information about individual disclosures and reports of sexual assault and sexual harassment is collected and stored confidentially and used for continuous improvement of processes, including:

- details of the complaint/incident;

- steps taken to respond to the complaint/incident (whether the individual reported to police, whether the perpetrator was moved to a different lecture/tutorial, etc.);

- support or assistance received (whether the person received counselling from university services, whether they reported to police, whether they received support from an external sexual assault service, etc.);

- time taken to respond to the report and/or refer the person to support services; and

- any feedback provided by the complainant/respondent in relation to the process.

Access to this information should be limited to staff members with responsibility for responding to disclosures and reports, and those responsible for improving university responses to disclosures and reports.

On a regular basis - at least every six months – Vice-Chancellors should be provided with deidentified reports of this data, including any trends or identifiable concerns which arise, along with recommendations for any necessary improvements to processes.

Existing Monash Initiatives

SCU

The SCU uses a centralised online incident reporting system to record all reported instances of sexual assault and sexual harassment.

Action Plan

1. Centralise student general misconduct (which includes sexual offences) within the Office of Student Conduct. The Office of Student Conduct will be in place by January 2018.

    - Effective as at 26 February 2018.

2. Establish format of six-monthly report to the Vice-Chancellor. Six monthly reports to be provided to Vice-Chancellor at end of June and at end of December each year.

    - Effective as at 1 January 2018.

3. Review our online incident reporting database and record keeping.

    - Effective as at 1 February 2018. SCU, Security, MRS and the Office of Student Conduct all have access to a centralised online incident reporting and management system.

    - In 2019 the decision was made to transition to a new centralised online reporting management system – Core. The complete transition, with the database migrated from Perspective is expected to be completed in early 2020.

4. Consider ways to improve Monash reporting.

    - All reports of alleged sexual offences are referred to Monash University's SCU which provides information, advice, support and referrals to appropriate support services. These include internal University service referrals, as well as external agencies including Victoria Police and the Centre Against Sexual Assault.

    - Monash will assist a student to make a report to the Police and CASA but cannot make a report on behalf of a student if they are over 18 years of age. Monash will always respect the rights of students over the

age of 18 years to determine what action they wish to be taken. At all times, Monash will comply with legislated mandatory reporting obligations.

- We've committed to release annual data on sexual assault and sexual harassment within our community, with the preceding year's data updated at the end of February of each year. This data is available through our RNA webpage.

- Monash will continue to invest considerable resources to raise awareness of sexual assault and sexual harassment and lift the visibility of support services and reporting options for students.

RECOMMENDATION SEVEN

AUDIT OF UNIVERSITY COUNSELLING SERVICES

In 2017, KPMG undertook an audit of Monash's Counselling Services and we will implement all recommendations.

Recommendation

Within six months of this report, but as soon as possible, universities should conduct an audit of university counselling services to assess:

- The capacity of university counselling services to respond to students requests for counselling in an appropriately timely manner, and

- How many university counselling staff have received training in working with sexual assault survivors.

As part of this audit, universities should collect data on the:

- average length of time students are required to wait to see a university counsellor; and

- number of urgent/crisis requests for counselling received.

This data should be assessed to determine whether additional counselling services are required to meet the urgent needs of students who have experienced sexual assault or harassment. If additional counselling services are required, universities should ensure that these additional resources are in place as soon as practicable.

Action Plan

1. Commission external audit contractors to undertake an audit of Monash University Counselling Services.

   - We engaged Monash Council appointed external audit contractors (KPMG) to undertake an audit of Monash's counselling services by end of 2017. KPMG completed their Internal Audit of Counselling Services review in December 2017, with the report tabled at RNA Advisory Committee on 22 February 2018.

2. Implement all recommendations from the audit of Monash University Counselling Services.

   - Our University Counselling Services, and UHS, has developed and introduced an automated anonymous survey which is sent to all students attending counselling. The survey includes questions seeking feedback on satisfaction in respect to making an appointment, getting an appointment at a time that suited them and the wait time to see a counselor.

   - Our University Counselling Services has developed and introduced an automated anonymous survey which is sent to all students attending counselling. The survey responses will enable the University Counselling Services to plan for and implement targeted changes and enhancements in direct response to feedback which should deliver an overall improvement in experience and satisfaction with the services offered.

RECOMMENDATION EIGHT

REGULAR REPORTING OF SEXUAL ASSAULT AND SEXUAL HARASSMENT

On behalf of all universities, Universities Australia will conduct a national university student survey of sexual assault and sexual harassment every three years.

Recommendation

Universities should engage an independent body to conduct a national university student survey of sexual assault and sexual harassment at three yearly intervals to track progress in reducing the prevalence of these incidents at a sector-wide level.

Action Plan

1. This recommendation will be actioned by Universities Australia on behalf of all universities (Universities Australia 10-point action plan, item 9).

   - Monash University is committed to being an active participant in all future surveys.

RECOMMENDATION NINE

REVIEW OF CONTRIBUTING FACTORS IN UNIVERSITY RESIDENCES

We'll support an independent, expert-led review of the factors which contribute to sexual assault and sexual harassment in university residences and residential colleges.

Recommendation

In addition to considering the implementation of the university recommendations made in this report, residential colleges and university residences should commission an independent, expert-led review of the factors which contribute to sexual assault and sexual harassment in their settings. This review should consider:

- Appropriate responses by a college or university residence to reports of sexual assault and sexual harassment.

- A trauma-informed and rights-based approach in a situation where an allegation of sexual assault has been made.

- The ways that hazing practices and college 'traditions' facilitate a culture which may increase the likelihood of sexual violence.

- The role of alcohol in facilitating a culture which may increase the likelihood of sexual violence.

- The level and nature of supervision in a 24-hour residential setting in which large numbers of young people are living away from home.

- The level and adequacy of training required to equip residential advisors to serve as first responders or in response to matters sexual assault and harassment.

Existing Monash Initiatives

MRS Initiatives

MRS is committed to being continually active and at the forefront in their approach to foster a safe and respectful on-campus residential community, free from sexual violence. MRS has never tolerated sexual violence of any kind in the community. The MRS Conditions of Residency articulates the policy obligations set by MRS to residents to demonstrate safe and respectful behaviour in all forms. These conditions refer to the scope of the Director of MRS, the College Head, more broadly the Residential Support Team and the involvement of other University staff where appropriate, in the provision of support and responsibility to ensuring the safety of all residents.

In addition to the *Sexpectations* program, all first-year students living at Monash's on-campus residential halls must participate in a one-hour program on the safe consumption of alcohol. This is to ensure the residents have the same knowledge and expectations around appropriate alcohol consumption while living on-campus.

MRS routinely surveys its residential cohort on a range of issues relevant to the student experience of life on campus. Questions pertaining to knowledge regarding MRS behaviour expectations, respectful relationships, consent and perceptions of safety. In addition, all programs and events run have surveys and opportunities for feedback integrated. The survey results and feedback obtained help assist MRS to understand the expectations of residents and where further knowledge and training is required.

SCU

Monash's SCU and MRS have developed a close working relationship that enables them to effectively respond to and mitigate risk of problematic behaviours on-campus, including incidents of sexual assault and sexual harassment. The centralised online incident reporting system used to record all reported instances of sexual assault and sexual harassment\ is also utilised by MRS for effective and efficient case management.

Action Plan

1. Commission an independent, expert-led review of the factors which contribute to sexual harassment and sexual assault in their settings.

    - In June 2018, following a competitive procurement process, Worklogic were appointed by the University to conduct the independent, expert-led review. In October 2018, Worklogic completed their independent review. The results of the report commended the University, with several commendations specifically pertaining to MRS, but also highlighted where we have more work to do. Monash has committed to implementing all recommendations.

2. MRS to add further questions to its resident surveys regarding RNA and support services to assist in providing further understanding of how successful various initiatives have been, so that the University can understand

how best to communicate such vital messages to its residents.

- Effective from 2018 onwards, the following questions have been added to the survey:

  ▪ Are you aware of Monash's RNA campaign?

  ▪ Do you know where to go within Monash if you witness sexual assault and or sexual harassment and want to make a report?

  ▪ Do you know where to go within Monash if you experience sexual assault and or sexual harassment?

  ▪ Are you aware of the support and referral services provided by Monash's SCU?

  ▪ To what degree are you aware of the support services within Monash for victims of sexual assault and sexual harassment?

  ▪ Are you aware of the Monash RNA Support App?

  ▪ Have you downloaded the Monash RNA App?

  ▪ Have you used the Monash RNA App?

  ▪ To what degree was the information on the Monash RNA App helpful?

3. Implement Universities Australia guidelines to prevent and address sexual assault and sexual harassment in Monash University on-campus accommodation (Universities Australia 10-point action plan, item ten).

- We're continuously developing and evolving the measures we take to help prevent sexual assault and sexual harassment within our on-campus accommodation. This includes integrating RNA awareness raising materials, as well as various educational programs and events. All initiatives implemented in MRS are informed by best practice and external experts.

Further information