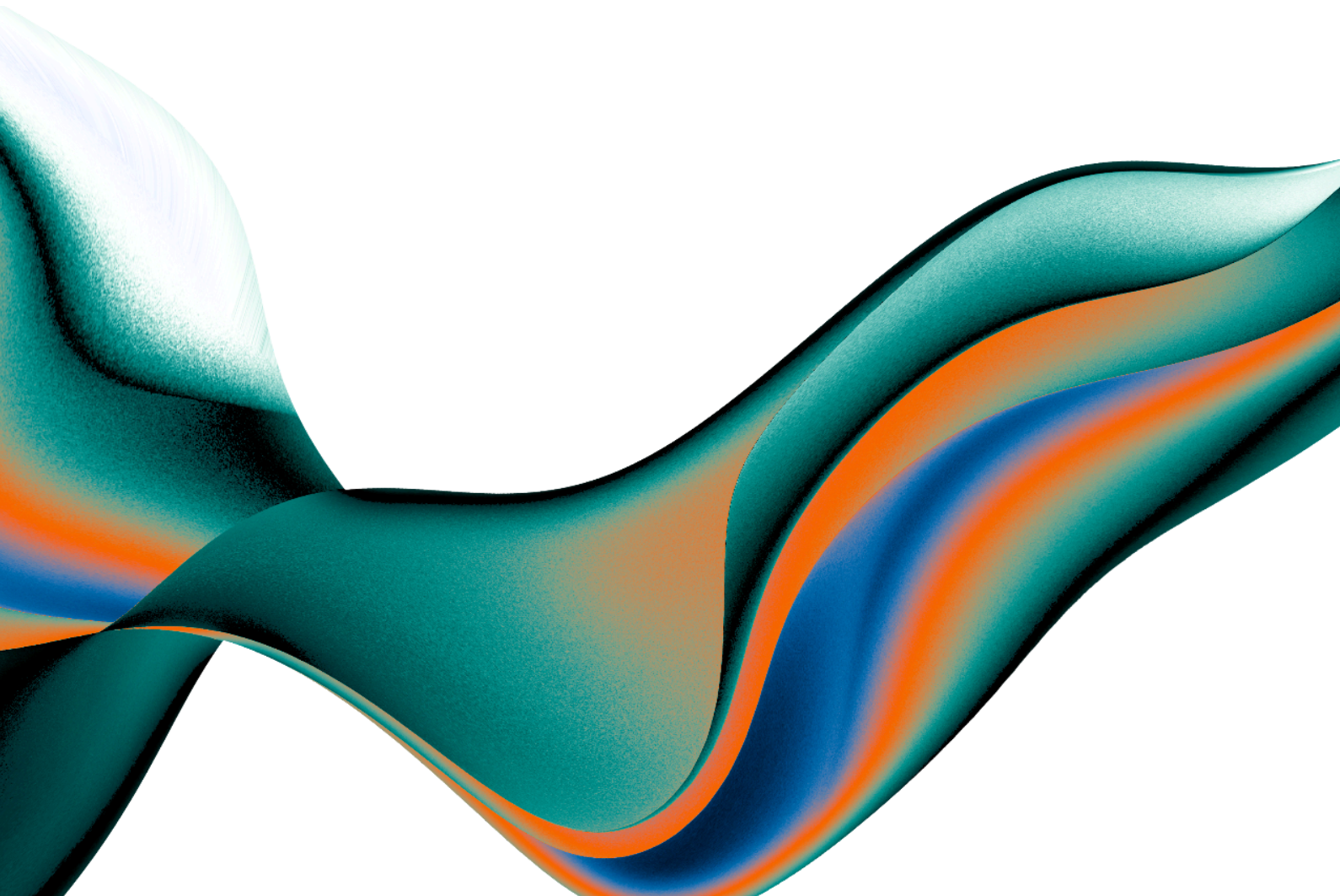




MONASH
University

Gender-based Violence and Sexual
Harm Prevention and Response
Annual Report 2025



Acknowledgement of Country

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

As part of this Acknowledgement, Monash also recognises the historic and ongoing impacts of colonialism in Australia and around the world, and the vital role self-determination plays in addressing this legacy, as well as the gender-based violence and sexual harm experienced by Indigenous Peoples.

Accordingly, Monash will continue to underscore gender-based violence prevention and response efforts through processes of decolonisation and intersectionality. Moreover, Monash remains committed to ensuring gender-based violence prevention and response undoes the privileges attained from colonialism and the maintenance of its structures and authority, and to actively listening and learning from Indigenous People's leadership and thought.

At Monash campuses, delivery locations and places where we have a presence outside of Australia, the University also recognises the Indigenous Peoples of these lands.

Acknowledgement of victim-survivors

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

Content note

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

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

Members of the wider community can contact:

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

Contents

Acknowledgement of Country	2
Acknowledgement of victim-survivors	2
Content note	2
Context	4
Background	4
Regulations and frameworks	5
Governance	6
Key initiatives across the year	8
Prevention and Response Action Plan 2024-25	8
Victorian Gender-based Violence Prevention and Response Higher Education Summit	9
Independent review into Monash University Accommodation and Mannix College (Mannix)	9
Launch of the Respect Adviser Network Pilot	10
Prevention	11
Knowledge and Capability-Building Highlights	11
Engagement Highlights	13
Response	15
Australia: History of data sharing	16
Australia: Gender-based violence disclosures and reports	17
Australia: Sexual Harm Disclosures and Reports	22
Australia: Student Disciplinary Outcomes	33
Australia: Staff Disciplinary Outcomes	33
Australia: Centres Against Sexual Assault	36
Malaysia: Sexual Harm Disclosures, Reports and Disciplinary Outcomes	37
Indonesia: Sexual Harm Disclosures, Reports and Disciplinary Outcomes	37
2025 reflections and 2026 priorities	38
For further information	40

Context

Monash University's Gender-based Violence and Sexual Harm Prevention and Response Annual Report 2025 continues to demonstrate the University's commitment to transparency and accountability in relation to the prevention of and response to gender-based violence and sexual harm. This is the University's fourth Annual Report, following the inaugural [Sexual Harm Annual Report 2022](#), and subsequent [Sexual Harm Annual Report 2023](#) and [Sexual Harm Annual Report 2024](#).

In August 2025, the Federal Government of Australia passed legislation for the [National Higher Education Code to Prevent and Respond to Gender-based Violence \('National Code'\)](#). This landmark initiative sets a new standard for higher education providers nationwide, mandating a whole-of-university approach to address gender-based violence. Monash has had such an approach for several years, as enshrined through our [Strategic Commitment to Gender-based Violence and Sexual Harm Prevention and Response 2024-2030](#) ('Strategic Commitment') and [Prevention and Response Action Plan 2024-2025](#) ('Prevention and Response Action Plan').

As the Code came into effect 1 January 2026, this Report proactively acts as a transition from existing reporting practices to National Code requirements, acknowledging the limitations of data collection and reporting within the 2025 calendar year. A number of enhancements to data collection processes are now in place for 2026 to support Monash's gender-based violence reporting moving forward. Our 2025 Report title further reflects the inclusion of gender-based violence terminology that is endorsed by the Code.

Monash remains committed to parity across all campuses wherever possible, with consideration of jurisdictional legislative requirements. Within the 2025 Report, the University acknowledges the existence of more detailed disclosures and reporting data for Monash Australia, with additional data collection planned for future reporting across the Monash Group in 2026 and beyond.

Background

Since the establishment of the national [Respect.Now.Always](#) initiative in 2016 and the release of the [Change the Course report](#) by the Australian Human Rights Commission (AHRC) in 2017, Monash University has committed considerable resources to ensure a holistic approach to the prevention of, and response to, gender-based violence and sexual harm. Some of the more recent examples include:

- Implementation of actions and initiatives across 2022 and 2023, stemming from the second national survey into the experiences of sexual harassment and sexual assault by students on university campuses across Australia (the [National Student Safety Survey Action Plan](#)).
- In 2024, the University outlined its whole-of-university [Strategic Commitment](#), and released the first of two aligned action plans, the '[Prevention and Response Action Plan 2024-2025](#)'.
- The adoption of a new Gender-based Violence [Prevention and Response policy suite](#). The policy suite sets out a clear and comprehensive approach to preventing and responding to gender-based violence and sexual harm, including the processes for disclosing, reporting, and seeking support across the Monash Group.
- In 2025, Monash increased external community partnerships and enhanced sector capability in gender-based violence, including through the the [Victorian Higher Education Summit on Gender-based Violence Prevention and Response](#), and partnerships with Holmesglen Institute and the University of Melbourne Student Union to deliver gender-based violence prevention training.

Regulations and frameworks

A range of organisational, Victorian, national and international regulations and frameworks guide gender-based violence and sexual harm prevention and response work at Monash:

INTERNATIONAL	NATIONAL
<ul style="list-style-type: none"> • United Nations Declaration on the Elimination of Violence against Women (1993) • United Nations 2030 Agenda for Sustainable Development <ul style="list-style-type: none"> ◦ Sustainable Development Goal 5: Achieve gender equality and empower all women and girls ◦ Sustainable Development Goal 10: Reduced Inequalities 	<ul style="list-style-type: none"> • Sex Discrimination Act (1984) • Change The Course: National Report on Sexual Assault and Sexual Harassment at Australian Universities (2017) • Respect@Work: Sexual Harassment National Inquiry Report (2020) • National Student Safety Survey (2021) • National Plan to End Violence against Women and their Children (2022-2032) • Action Plan Addressing Gender-based Violence in Higher Education (2024) • National Higher Education Code to Prevent and Respond to Gender-based Violence (2026)
VICTORIAN	ORGANISATIONAL
<ul style="list-style-type: none"> • Family Violence Protection Act 2008 (Vic) • Equal Opportunity Act 2010 (Vic) • Royal Commission into Family Violence (2016) • Gender Equality Act 2020 (Vic) 	<ul style="list-style-type: none"> • Impact 2030 • Environmental, Social and Governance Statement (2021-2025) • Gender Equality Action Plan (2022-2025) • Equity Diversity and Inclusion Framework (2022-2030) • Strategic Commitment to Gender-based Violence and Sexual Harm Prevention and Response (2024-3020) • Gender-based Violence and Sexual Harm Prevention and Response Action Plan (2024-2025) • Gender-based Violence and Sexual Harm Prevention and Response Action Plan (2026-2030)

Governance

Respect at Monash Advisory Committee

Monash University established the Respect. Now. Always. (RNA) Advisory Committee ('the Committee') in September 2017. The Committee was renamed in 2023 to the [Respect at Monash Advisory Committee](#). The Committee includes representation from Monash's senior leadership, prevention and response staff across each of Monash's key campuses and teaching locations, the student body, academic experts, Monash University Student Accommodation and Mannix College, student services, including specialised sexual violence supports.

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

- **Whole-of-Community:** All members of the Monash community are required to engage in the prevention of gender-based violence and sexual harm, at all levels of the University, for a holistic, whole-of-organisation approach to prevention.
- **Collaborative and proactive:** The Monash community is engaged in co-designing prevention and response practice that is victim-centred and trauma-informed, including with victim-survivors.
- **Evidence-based:** Initiatives are informed, designed and implemented based on best practice and new and emerging evidence.
- **Accountable and transparent:** A continual cycle of review, evaluation and refinement of all policies, procedures and initiatives is undertaken; including accountability and transparency through sharing of these findings and actions.
- **Intersectional:** Acknowledgement and work is undertaken to address structural inequalities caused by intersecting systems of oppression which compound and transform the experience of gender-based violence and sexual harm.

National Code Taskforce

In July 2025, the University established a [National Code Taskforce](#), chaired by the Vice-Chancellor and President, to ensure compliance with the National Code, as well as to ensure the University's continued advancement and sector leadership in the prevention of, and response to, gender-based violence. Monash's National Code Taskforce brings together a working group of student leaders, senior executives, subject matter experts and operational leads to focus on enacting important change and innovation to build on existing leading practice and ensure Code compliance.

Student and Staff Harassment Taskforce - Monash University Indonesia

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

Prevention of Gender-based Violence Committee - Monash Suzhou

In November 2024, Monash Suzhou established a dedicated local Respect Committee to oversee the prevention of, and response to, gender-based violence and sexual harm at the campus in Suzhou, China. Chaired by the Student and Academic Affairs Administrative Officer, with academic and professional staff representatives, the Committee works closely

with the Respect at Monash Advisory Committee, the Safer Community Unit and the Respect, Equity, Diversity and Inclusion team within the Education Portfolio, in advancing prevention and response.

Operational leadership

Gender-based violence prevention and response at Monash is primarily led two teams:

- Prevention - [Respect, Equity, Diversity and Inclusion \(REDI\)](#) - Situated within the University's Education Portfolio, the REDI team leads the university's whole-of-community approach to gender-based violence prevention across Monash University Australia, and works in collaboration with a range of staff across international campuses to implement local prevention initiatives at campuses located outside of Australia. This involves working in close partnership with the Sexual Abuse and Sexual Harassment Taskforce at Monash Indonesia and the Student Advisory and Support team at Monash Malaysia for effective localised implementation of prevention across the Monash Group.
- Response - [Safer Community Unit \(SCU\)](#) - Situated within the Student Experience Portfolio, SCU is the University's central point of enquiry, support and response to all forms of concerning and threatening behaviour within the Monash University Australia community, including gender-based violence and sexual harm. While SCU is a dedicated service physically located within Australia, SCU supports all members of the Monash Group, including students, staff, affiliates and visitors, who may be seeking advice, support, or to report, including connecting them in with internal or external services as required.

In addition to these teams, several local areas across the Monash ecosystem play a significant role in enacting gender-based violence prevention and response, within their context:

- [Monash University Accommodation](#) oversees all university-owned and operated residences at Clayton and Peninsula, ensuring they run as safe, supportive, and well-governed living environments. The operational model is built around 24/7 coverage, with on-site staff available at all hours and a structured Residential Life team that delivers community-building programs, wellbeing support, and early-intervention responses. This leadership works in close partnership with REDI and SCU, embedding consistent processes for reporting, responding, and preventing harm. Together, these teams ensure alignment with Standard 7 of the National Code by maintaining robust safety systems, clear accountability, and a coordinated approach to managing risk, supporting students, and fostering respectful, inclusive residential communities.
- Monash University maintains a formal affiliation with [Mannix College](#), recognising it as an aligned residential community that operates independently while contributing to the broader student experience across the University's accommodation ecosystem. Mannix College has its own [Whole-of-Organisation Plan](#) in alignment with the National Higher Education Code to Prevent and Respond to Gender-Based Violence.
- Monash Rural Health, Faculty of Medicine, Nursing and Health Sciences, also provides [accommodation](#) across its rural teaching sites to support medicine, nursing and allied health students undertaking placements. Work is underway to align the practices of Monash Rural Health and Monash University Accommodation in relation to gender-based violence prevention and response.

Key initiatives across the year

Prevention and Response Action Plan 2024-25

To support the implementation of the Strategic Commitment, Monash has completed the first of its two-phase approach, the [Prevention and Response Action Plan 2024-25](#). The Action Plan outlined 33 new and existing actions that Monash undertook to enhance gender-based violence and sexual harm prevention and response interventions. This work built upon the reform that was implemented as a part of the [National Student Safety Action Plan 2022-2023](#).

Several initiatives have been executed this year, with all actions completed or transitioned for further activity to the Gender-based Violence Prevention and Response Action Plan and Outcomes Framework 2026-2030. Key highlights include:

- Increased external community partnerships and enhanced sector capability in gender-based violence prevention and response, via the [Victorian Higher Education Summit on Gender-based Violence Prevention and Response](#), as well as partnerships with Holmesglen Institute and the University of Melbourne Student Union to deliver prevention training. Two professional practice papers were also published as part of the Journal of Australian and New Zealand Student Services Association (JANZSSA) special issue on Addressing Gender-based Violence in Tertiary Institutions, on the topics of Monash's [whole-of-organisation approach](#) and the [CARE support service](#).
- A holistic review of the student-facing training suite, which included relaunching sector-leading programs such as [Dating in Australia](#) and [The Masculinities Project](#) (TMP).
- The delivery of 53 engagement events and activations to 6,606 Monash students and staff, as well as the delivery of over 100 facilitated workshops to 3,000 participants online and in-person, and the engagement of 52,250 students and staff in self-paced online learning modules (an increase of 29% from 2024 across training completions).
- The [Respect at Monash module](#) has been updated with content specifically for students enrolled at Monash Suzhou. The Respect at Monash module is now available and mandatory for all newly commencing Monash students across all international locations.
- Attainment of the [Science in Australia Gender Equality \(SAGE\) Athena Swan Silver Accreditation](#), recognising Monash's leadership and organisational maturity in advancing respect, gender equity, diversity and inclusion.
- A reduction in average organisation-wide pay gap in total remuneration by 0.4 percentage points from 2023, as part of [Workplace Gender Equality Agency \(WGAEA\)](#) compliance reporting.
- A review of the early intervention Respectful Behaviour Program, with 2025 data showing seven referrals consisting of one woman and six men, which relate to threats, sexual harm, bullying, physical assault and stalking. In 2026, the program will be redesigned to better meet the needs of referrals for a broad range of problem behaviours beyond sexual harm, and to develop pre/post surveys and evaluation metrics based on a threat assessment approach, enhancing program evaluation.
- A framework for campus threat assessment and management was scoped and developed for internal use. In 2026, the validity and reliability of the tool will be evaluated, with exploration of opportunities to share this tool across the higher education sector to contribute to best-practice, consistent standards.

Victorian Gender-based Violence Prevention and Response Higher Education Summit

In February 2025, Monash University hosted the [Victorian Higher Education Summit on Gender-based Violence Prevention and Response](#) ('The Summit'). Bringing together over 170 delegates from higher education institutions, TAFEs, government bodies, student groups and expert organisations, the Summit served as a catalyst for stronger intra-sector collaboration, building networks and facilitating a more strategic and cohesive movement toward enhanced prevention and response in higher education. The Summit aimed to facilitate opportunities for university leaders, subject matter experts, prevention practitioners, students and victim-survivors to:

- Showcase the strong commitment from the Victorian sector in relation to the prevention of, and response to, gender-based violence;
- Reflect on best practice and promote collaboration across the sector; and
- Create a space for the Victorian sector to devise new and innovative approaches to complex challenges in prevention and response.

The first day of the summit focused on knowledge-building within the sector, while the second day focused on collaboration and collective action, where attendees were asked to engage in a process of co-design.

Independent review into Monash University Accommodation and Mannix College (Mannix)

In 2024, Monash University engaged an external group to conduct an independent review of gender-based violence and sexual harm prevention and response at Monash University owned or affiliated residential accommodation, including Monash University Accommodation (formerly Monash Residential Services) and Mannix College (Mannix).

The review found that prevention initiatives and response processes at Monash University Accommodation and Mannix were comprehensive and effective overall, and both organisations were conscientious in this space. Recommendations were made to fine-tune and enhance Monash University Accommodation and Mannix's approach to preventing and responding to sexual harm and gender-based violence. A key recommendation included a commitment to a rolling review process every five years, and both the University and Mannix have committed to this with a similar review scheduled for 2029.

In 2025, detailed action plans to implement all recommendations were developed. The actions commenced in 2025 included:

- A review of resident and student leader (RA) training offerings within Monash University Accommodation including sector benchmarking and stakeholder consultation with consideration of topics, cohort specific training, priority population needs, format and scheduling.
- Planned facilitation of a co-design workshop in partnership with Monash University YXX Lab and relevant stakeholders, to develop materials to promote the Safer Community Unit.
- System updates by Safer Community to incorporate field identifying site (at Hall level) of reported incidents. Incidents within the residential precinct to be identified and analysed on an annual basis.

More information can be found in the following reports:

- Independent review of sexual harm prevention and response at [Monash Residential Services: Summary Report](#).
- Independent review of sexual harm prevention and response at [Mannix College: Summary Report](#).

Launch of the Respect Adviser Network Pilot

The [Respect Adviser Network](#) was launched in August 2025, to address challenges identified with low numbers of disclosures of serious harms, and a rising number of disclosures of minor interpersonal conflict. The Network consists of a selection of trained staff from across the University, which provides an additional referral pathway for students to the Safer Community Unit (SCU), as well as other university areas for low-level concerns such as interpersonal conflict or disputes. The Network also serves as a catchment for more serious disclosures of gender-based violence and sexual harm, where a student may feel more comfortable speaking with a Respect Adviser about their matter first.

Staff in the Network are interviewed and selected to provide Respect Adviser representation across the university. Advisers are trained over two days with an external facilitator and upskilled with a dedicated handbook and resources.

While momentum and knowledge of the Network spreads among the student population, engagement has been modest. The SCU has also begun directly referring low level matters to Advisers to further support students, and subsequently engagement is increasing. 2026 provides an exciting opportunity for the Network to continue to serve the student community, particularly during the upcoming National Student Safety Survey.

The pilot will conclude mid-2026 and a review of the Network will be conducted, with the aim to continue to expand the Network to respond to staff enquiries.

Prevention

The [Respect, Equity, Diversity and Inclusion](#) team has operational responsibility for all gender-based violence (GBV) prevention programs of work. An overview of knowledge, capability-building, and engagement highlights for 2025 is outlined below.

Knowledge and Capability-Building Highlights

The Respect, Equity, Diversity and Inclusion (REDI) team delivers a wide variety of in-person and online capability development and training across a breadth of GBV and related topics. The 2025 training highlights, specifically focused on the prevention of gender-based violence, are outlined below.

Program	2024 Completions	2025 Completions	2025 Evaluation & Metrics
<p>Respect at Monash (coursework) module at all campuses</p> <p>Compulsory online module helping all students understand what it means to be a respectful member of the Monash community and how to promote an inclusive and diverse culture on-campus.</p>	32,162	38,022	<p>As a result of completing the training:</p> <p>96% of students (77% pre-survey) agreed or strongly agreed that they know which support services are available to them as a student at Monash.</p> <p>95% of students (88% pre-survey) agreed or strongly agreed that they know what steps they can take to safely engage in online relationships.</p> <p>94% of students (85% pre-survey) agreed or strongly agreed that they feel confident intervening as an active bystander when they have observed harmful behaviour.</p> <p>96% of students (90% pre-survey) agreed or strongly agreed that they understand how Monash fosters a safe and respectful community.</p>
<p>EGBVT (Eliminating Gender Based Violence Together) at Monash University Australia</p> <p>Peer-led, interactive training session aimed at student leaders seeking to support respectful relationships and gender equality in our community.</p>	667	1221	<p>As a result of completing the training:</p> <p>98% of students (88% pre-survey) agreed or strongly agreed that they understand the link between gender inequality and gender-based violence.</p> <p>97% of students (57% pre-survey) agreed or strongly agreed that they have knowledge on how to prevent gender-based violence.</p> <p>97% of students (51% pre-survey) agreed or strongly agreed that they understand how to be an active bystander in preventing gender-based violence.</p> <p>97% of students (44% pre-survey) agreed or strongly agreed that they know how to respond to a disclosure of sexual harm.</p>

Program	2024 Completions	2025 Completions	2025 Evaluation & Metrics
<p>Sexpectations at Monash University Australia</p> <p>Compulsory online module for all commencing residential students at Monash University Accommodation at Clayton and Peninsula campuses and Mannix College focused on affirmative consent, safer sex and principles of respectful relationships. Students at Monash University Accommodation were also encouraged to complete an accompanying facilitated workshop.</p>	<p>Module: 1,335</p> <p>Workshop: 242</p>	<p>Module: 1,801</p> <p>Workshop: 1,365</p>	<p>As a result of completing the module:</p> <p>99% of students (95% pre-survey) agreed or strongly agreed that they understand the signs of healthy and unhealthy relationships.</p> <p>95% of students (91% pre-survey) agreed or strongly agreed that they understand how to communicate and check for consent.</p> <p>94% of students (79% pre-survey) agreed or strongly agreed that they know the main steps to being an active bystander.</p> <p>92% of students (71% pre-survey) agreed or strongly agreed that they know the support that is available to them.</p>

Additional training completions in 2025 include:

- 1,112 students and staff completed the online **Responding to Disclosures of Sexual Harm module** (1,228 students and staff completions in 2024).
- 10,838 staff completed the **Respect at Monash: for staff** online module (2,953 staff completions in 2024).
- 1,329 higher degree by research (HDR) students completed the **Respect at Monash: for research students module**, with tailored content specific to their cohort (1,489 HDR students completions in 2024).
- 2,411 students completed the **Off-Campus Extracurricular Activities and Travel Essentials module** which is tailored to students undertaking related off-campus activities.
- 1,376 students and staff completed the **Call It Out: Actively Changing Campus Culture module**.

Other training highlights in 2025 include:

- The redevelopment of [The Masculinities Project \(TMP\)](#). TMP was originally developed in 2019 as the first gender-transformative masculinities program offered by an Australian university. Redevelopment involved a review of evidence, consultations with prevention practitioners and academics, and [evaluation by VicHealth](#) in 2020. In 2025 a review of literature was undertaken with learning design principles embedded throughout the program to increase engagement in consultation with student facilitators. As the program requires specialised knowledge in masculinities, gender-transformative practice and managing backlash and resistance, a Train-the-trainer workshop was developed by the REDI team to support peer facilitators to deliver TMP to students. The REDI team partnered with the University of Melbourne Student Union (UMSU) to deliver a workshop for 12 facilitators from Monash and the University of Melbourne (UoM). In 2025, 15 Monash students and 12 University of Melbourne students completed the TMP program.

- The relocation of the **Dating in Australia** program into the REDI training suite with continued consultation with the English Connect team, University Health Services and existing student facilitators. This in-person program focuses on international students at Monash University Australia, supporting their unique needs in understanding contextual norms of dating in Australia, accessing sexual health services, recognising behavioural and sexual misconduct and relevant reporting options and support services. The program evaluation continues to show promising results with participants' responses demonstrating an increase in knowledge about where to seek support for sexual health, increase in knowledge about reporting options for inappropriate behaviour and increased likelihood of accessing support services for both. Of the 150 who completed the program in 2025, 89% (66% pre training) stated they had 'good' or 'excellent' understanding of sexual health, 98% (69% pre training) stated they had a 'good' or 'excellent' understanding of affirmative consent, and 77% strongly agreed that they would be more likely to seek help as a result of this training.
- The continuation of **Flip the Script with EAAA®** at Monash University Australia, a peer-led, interactive workshop series empowering young self-identified women students to trust their judgement and overcome social pressures to be nice when their sexual integrity is threatened. This is the only higher education program in existence which has been [evaluated in a clinical trial](#) to show a reduction in sexual harms. In 2025, the program was delivered at the Clayton campus involving 20 students. Monash participated in an evaluation of the Flip the Script with EAAA® program in partnership with La Trobe University and the Australian National University to assess the feasibility of implementing the program into the Australian university context (including recruitment, retention, fidelity); evaluation results are forthcoming.
- The review of all **REDI-created modules and facilitated workshops** by an educational designer, members of the REDI team and REDI student casuals involved in facilitation. This included the Rainbow Communities and LGBTIQ+ Training Suite, The Masculinities Project, Sexpectations, Eliminating Gender-based Violence Together, Dating in Australia and Responding to Disclosures. The review process focused on ensuring training was underpinned by sound pedagogical practice, that content reflected EDI best practice and ensuring that lived and living experience and expertise is embedded. Annual review cycles will now occur for the full REDI training suite.
- Work commenced on the collaborative revision of the **staff online compliance modules**, to be finalised and introduced in 2026. This includes the Respect at Monash for Staff Module and Professional and Ethical Conduct Module.

Engagement Highlights

The Respect, Equity, Diversity and Inclusion team engages students and staff across Monash and the wider community in prevention through a series of activations and campaigns. The REDI team's 2025 highlights are outlined below.

Orientation Week

The Respect, Equity, Diversity and Inclusion team hosts a comprehensive orientation engagement campaign for semester one, semester two and the November intake across Australian campuses. In 2025, more than 1,893 students engaged in a conversation with a peer about respect, safety on-campus as part of this initiative.

Respect at Uni Week

Monash's annual week of activities, held concurrently across our Australian and Malaysian campuses, to increase engagement across the student and staff community in the prevention of gender-based violence. The main activity for the week was a pop-up stall across all Australian campuses, which engaged students in discussions around personal boundaries, safety and respect. 88.5% of participants who completed the feedback form agreed that the activity increased their knowledge of respectful boundaries.

16 Days of Activism Against Gender-Based Violence

Several initiatives were held across all Australian campuses as part of the 16 Days of Activism against Gender-Based Violence, a global campaign led annually by UN Women. Key activations included:

- A University-wide, multi-channel communications campaign to build awareness around the prevention of gender-based violence including a focus on technology-facilitated abuse, Monash researchers and the Respect at Monash work, and the support available.
- An REDI Training Open House, in which staff from all campuses were invited to participate in the full suite of Respect at Monash training, available to students. This Open House was an opportunity for staff to access free training, understand the types of training their student cohorts attend and become champions of the work.
- A new theatre-based legal education program Peninsula Community Legal Centre (PCLC), in partnership with Red Stitch Theatre. This production aimed to equip young people with the skills to recognise and respond to coercive control and increase understanding of legal rights and responsibility.

Other engagement highlights include:

- The **Monash bSafe app**, which provides comprehensive safety, support and respect information for students and staff, was opened for the first time more than 9,100 times in 2025, with an average of 951 active users over a 30 day period.
- **Inclusion and Prevention Newsletter:** Approximately 1,017 new students and staff opted in to receive updates about inclusion and prevention work at Monash University in 2025, with a total of 5984 subscriptions in total.
- Monash continued to support the delivery of the Monash Student Organisation-led **Safe and Sexy Week**. This week aims to open up the conversation for students across all Monash campuses around sex, sexual health, consent, respect and healthy relationships. This year, the REDI team supported the launch party, a panel event and offered Power2SelfProtect Women's Empowerment Self Defence workshops.
- Monash continued to coordinate and be actively involved in the [Victorian Tertiary Primary Prevention Network](#), attending all meetings for 2025, including hosting one of these meetings at Monash College.
- The REDI team also **engaged with academic experts** across the University, including as part of consultation for the development of the Gender-based Violence Prevention and Response Action Plan and Outcomes Framework 2026-2030, attendance at the [Centre of Excellence for the Elimination of Violence Against Women \(CEVAW\)](#) Open House, and exploration of opportunities for future joint projects and partnerships.

Response

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

What is Gender-based Violence?

Gender-based violence is any form of physical or non-physical violence, harassment, abuse or threats, based on gender and gender identity, that results in, or is likely to result in harm, coercion, control, fear or deprivation of liberty or autonomy. Gender is a social concept. It includes personal and societal understandings of sex, gender identity, and sexual orientation. The nature and impact of gender-based violence can vary across cultures and communities. Monash recognises the right of individuals to affirm their gender identity and expect effective and appropriate responses to gender-based violence.

The following acts of harm and violence driven by gender inequality are recognised forms of gender-based violence: sexual harm, family violence and intimate partner violence, stalking, technology-facilitated abuse, harassment, discrimination, bullying and other forms of violence.

What is Sexual Harm?

Sexual harm is an umbrella term for any unwanted, non-consensual behaviour of a sexual nature, including:

- **Sexual harassment:** any unwelcome conduct of a sexual nature that might intimidate, insult or humiliate. It could be physical, spoken or written; and is different from an interaction that's consensual, welcome or reciprocated. A single incident can amount to sexual harassment.
- **Sexual assault:** any contact of a sexual nature made without the other person's consent. It includes threatening, intending, or compelling another person to have such contact, and can involve anything from sexual touching through to rape.
- **Other sexual harms:** forms of unlawful and/or unwanted behaviour that is of a sexual nature (such as sexual exposure, and certain forms of stalking).

Global approach to response

While SCU is a dedicated service physically located within Australia, SCU supports all members of the University community, including students, staff and others, who may be seeking advice, support or to report gender-based violence, including connecting them with internal or external services. SCU services are physically available and directly accessible to students, staff and other members of the Monash community:

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

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

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

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

Response principles

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

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

When staff and students come to SCU about an instance of GBV, it is always treated as a disclosure in the first instance, with formal reporting explored as an option with the victim-survivor.

Formal reports and disciplinary processes

Where a victim-survivor makes a formal report for disciplinary action which is within the University's scope to take action, SCU will work with the Office of the University Registrar (OUR) (for matters where the respondent is a student) and Respectful and Ethical Conduct in Monash HR (for matters where the respondent is a staff member) to investigate and determine an outcome as outlined within the [Gender-based Violence Prevention and Response Policy](#) and [Sexual Harm Response Procedure](#). Respondents throughout this process are supported by the CARE service. Further details regarding this service are outlined on p. 30 and outlined within a recent [professional practice paper](#).

Australia: History of data sharing

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

However, following a careful review across 2021 of the sector's sharing of data regarding disclosures and reports, the University made a decision to share further data via an annual report in order to deepen transparency and accountability. The report's scope has been further widened in 2025 to encompass all forms of gender-based violence, meeting institutional reporting responsibilities set out in the National Code. The previous three annual reports are available online - [2022 Sexual Harm Annual Report](#), [2023 Sexual Harm Annual Report](#), and [2024 Sexual Harm Annual Report](#). The 2025 report reflects a transition period, with the following pages providing an overview of gender-based violence reports and disclosures, with more detailed reporting on sexual harm data in line with past Annual Reports.

Australia: Gender-based violence disclosures and reports

Overview - Gender-based violence disclosures

A total of **198 gender-based violence (GBV) incidents were disclosed** in 2025. Incidents were classified as follows:

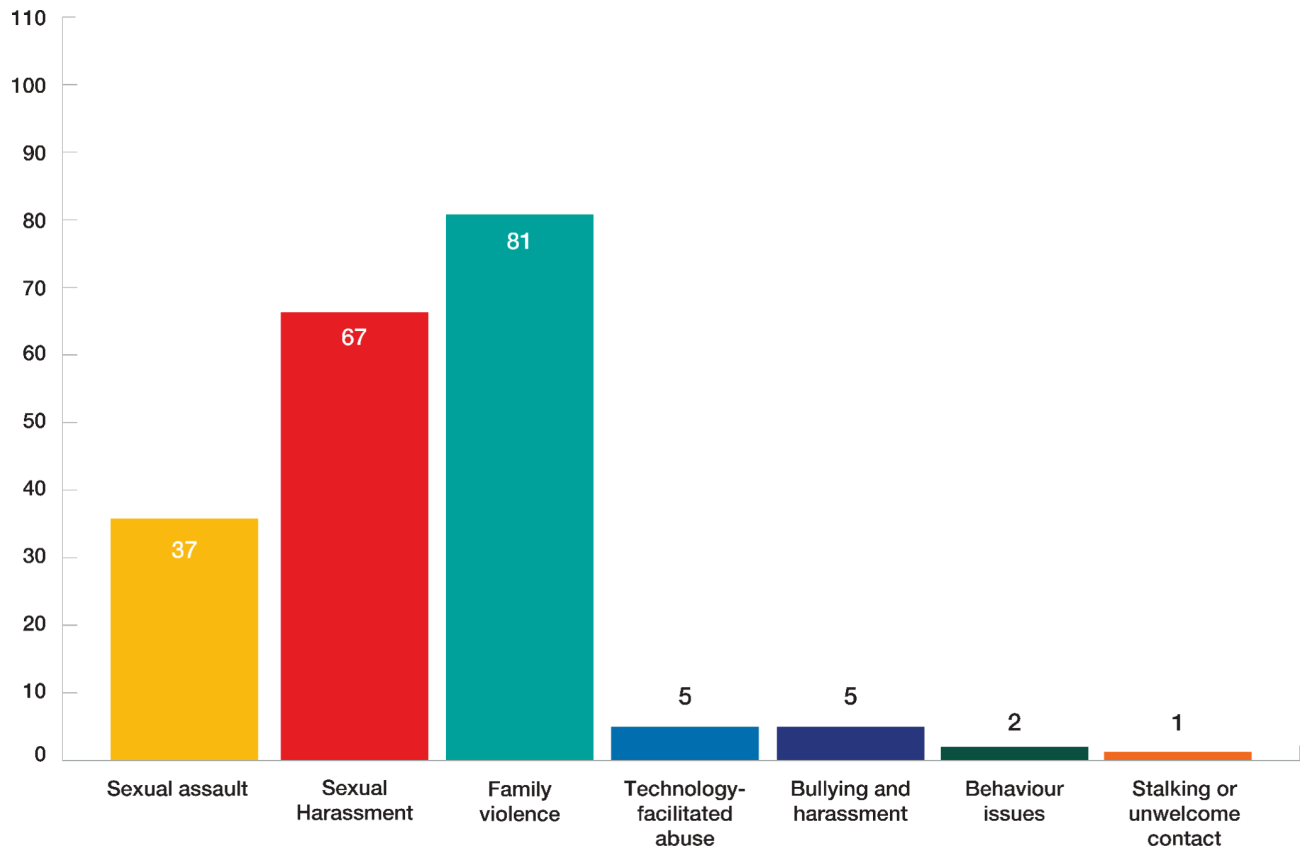


Figure 1: Gender-based violence disclosures in 2025.

The total number of disclosures (including third-party disclosures) of GBV in 2025 was 198, including 104 sexual harm (sexual assault and sexual harassment) disclosures and reports. The increase in total disclosures, particularly sexual harm, reflects the broadening public reporting requirements introduced under the National Code, with ongoing expansion in 2026 to align with the requirements set out in Standard 6.12. In 2025, 104 sexual harm initial disclosures also indicates a return to reporting levels similar to 2023, when 102 such disclosures were made, compared to the 84 disclosures in 2024.

As per the [Gender-based Violence Prevention and Response Policy](#), the University defines disclosures and reports as follows:

- **Disclosure:** A disclosure refers to the sharing of information about an experience of GBV with another person, for the purpose of seeking advice, information, support or assistance. A disclosure may be made by a victim-survivor or a third party, and may occur informally to anyone or formally through Monash’s established support and response services. Making a disclosure does not necessarily mean a formal report will be made or a formal process commenced.
- **Report:** A report or formal report is a detailed account of an alleged incident or pattern of GBV provided through Monash’s formal reporting channels, with the intention of seeking a formal response or resolution.

Figure 5 (page 21) shows the number of GBV disclosures which progressed to a report either to Police or as a formal report to the University for disciplinary action.

Disclosures modes for gender-based violence

Disclosures of GBV are made to the University in a variety of ways, primarily through email, online report and phone call. Few were made in person or via the Monash bSafe app. This distribution might indicate that more could be done to enable disclosures via the app and in person. It also indicates that students and staff may find indirect modes of initial disclosures (phone, email or online report) more approachable.

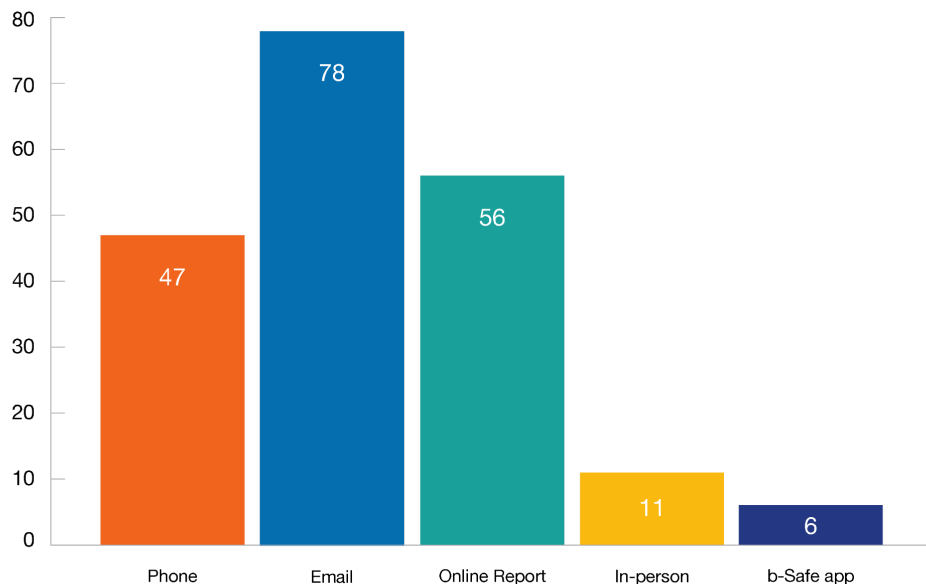


Figure 2: Disclosure modes for gender-based violence.

Disclosers of gender-based violence

In 2025, disclosures were submitted across four categories of persons, with staff and students making the majority of disclosures. A comparatively low number of anonymous reports may indicate confidence in the University's processes for those who are coming forward with disclosures to be met with person-centred support.

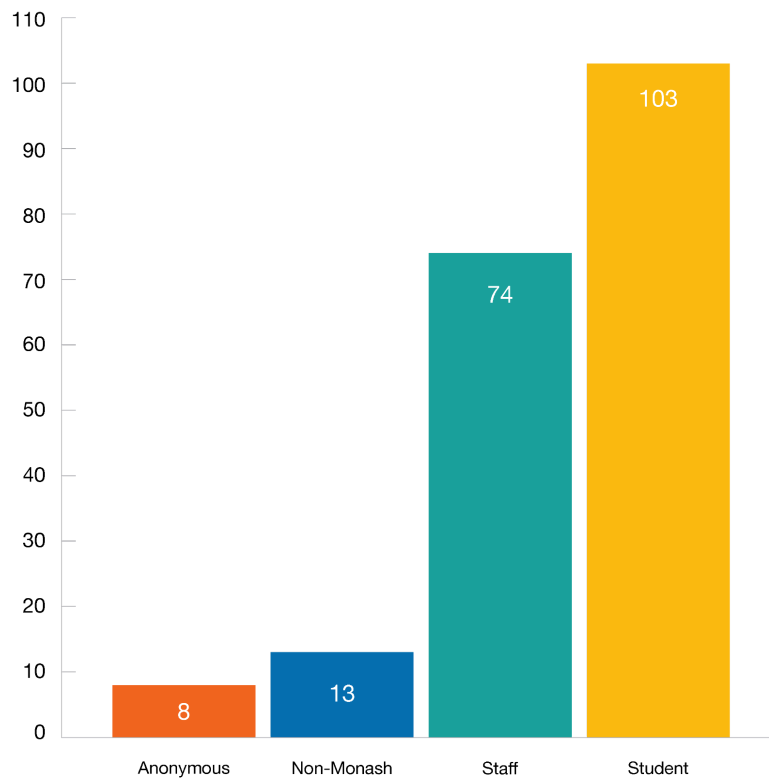


Figure 3: Discloser of gender-based violence.

Disclosures per location for gender-based violence

In 2025, 106 disclosures were related to incidents that occurred off-campus and not related to a Monash activity. 31 disclosures and reports resulted from off-campus Monash activities such as student-led camps and placements. 14 disclosures related to incidents of GBV which occurred in online settings (this includes disclosures of online harm in Monash managed online settings and systems, as well as private online platforms and systems beyond the University's control).

The on-campus reports may reflect cohort size with 33 disclosures and reports at Clayton campus, and 14 across the other Australian campuses and teaching locations.

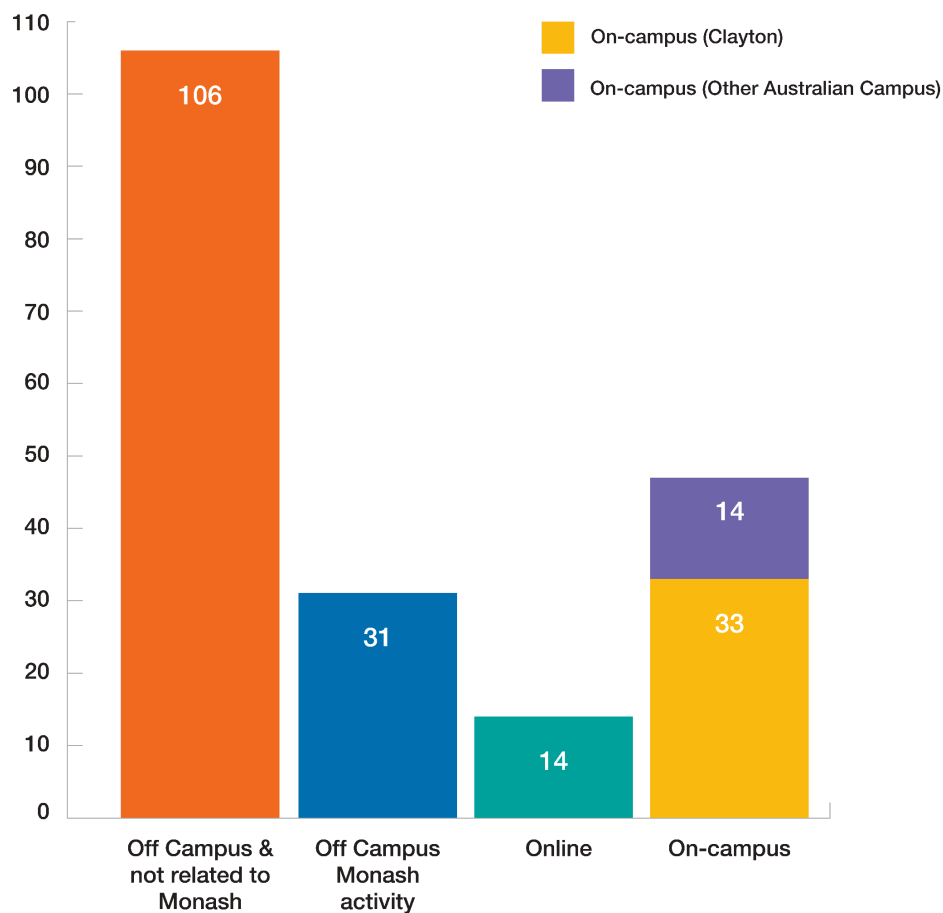


Figure 4: Disclosures per location for gender-based violence.

Escalation of gender-based violence disclosures

In 2025, three gender-based violence (GBV) disclosures required an immediate safety response, with involvement of emergency services.

The University is aware of 42 incidents of GBV that were reported to police by the victim-survivor, with assistance and support offered from SCU to do this. It is possible that further reports to police were made by victim-survivors, which SCU and the University were not made aware of.

Australia: Sexual Harm Disclosures and Reports

There was a 23% increase in the number of sexual harms disclosed and/or reported to SCU in 2025, compared to 2024. Notably, disclosures and reports within a Monash context increased, with sexual assault disclosures and reports increasing from 31 in 2024 to 36 in 2025, and sexual harassment increasing from 53 in 2024 to 61 in 2025. 104 sexual harm reports in 2025, compared to 84 reports in 2024, indicates a return to reporting levels similar to 2023, when 102 sexual harm reports were made.

Sexual harm disclosures and reports

	2024		2025	
	Sexual assault	Sexual harassment	Sexual assault	Sexual harassment
Total	31	53	37	67
Third party	10	22	11	28
Off-campus and not related to Monash	10	2	15	12
On-campus	8	22	8	21
Off-campus Monash activity	3	7	3	6

The increase in disclosures from 2024 to 2025 follows extensive work across Monash to remove barriers to disclosure and increase the translation of incidents within scope to formal reports. Formal reports represent only a small proportion of the University community, and qualitative evidence alongside national surveys indicates significant under-reporting, particularly among underrepresented cohorts. The increase in reports to 2023 levels may suggest improved accessibility and confidence in reporting and disclosure mechanisms.

The Respect Adviser Network which was launched in 2025 aims to bolster these efforts by providing an informal network of staff who can be contacted directly at any time by students to receive disclosures and assist their referral to SCU. The Network will act as a catchment for disclosures that might not otherwise have come to SCU.

Incidents of sexual harm not connected to Monash University

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

In 2025, SCU assisted victim-survivors with **27 off-campus incidents of sexual harm not connected to the University**. Figure 6 breaks this down by **sexual assault (15)** and **sexual harassment (12)**.

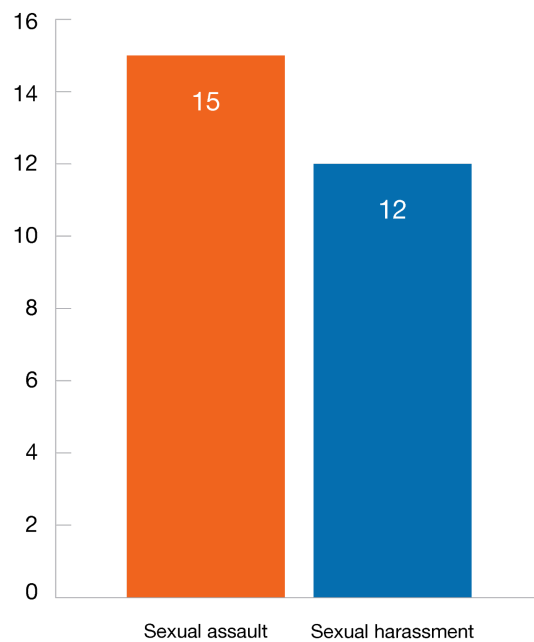


Figure 5: Incidents of sexual harm not connected to Monash University.

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

Sexual assault: police report (incidents not connected to Monash)

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

Figure 6 illustrates how many of the 15 off-campus incidents of sexual assault not connected to the University, with a total of **4 sexual assaults resulting in a police report being made by the victim-survivor in 2025**. This figure represents where victim-survivors informed SCU, or were supported by SCU, to report to the police. It is possible that further reports to police were made by victim-survivors which SCU and the University were not aware of.

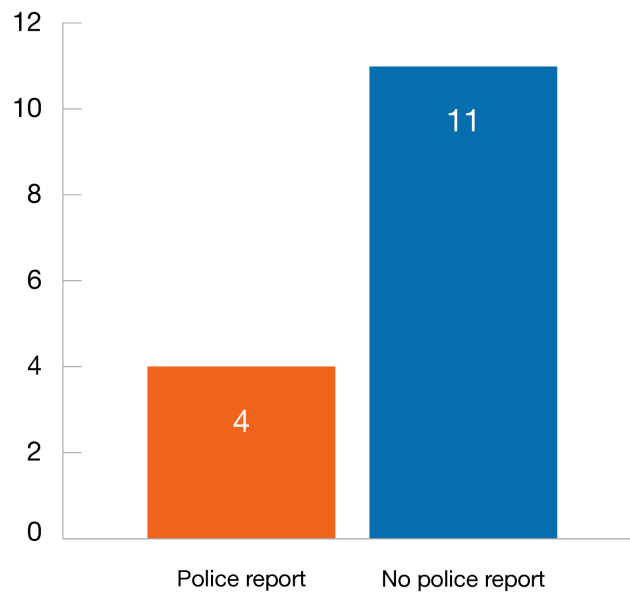


Figure 6: Sexual assault: police reports (incidents not connected to Monash).

Sexual assault: recency (incidents not connected to Monash)

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

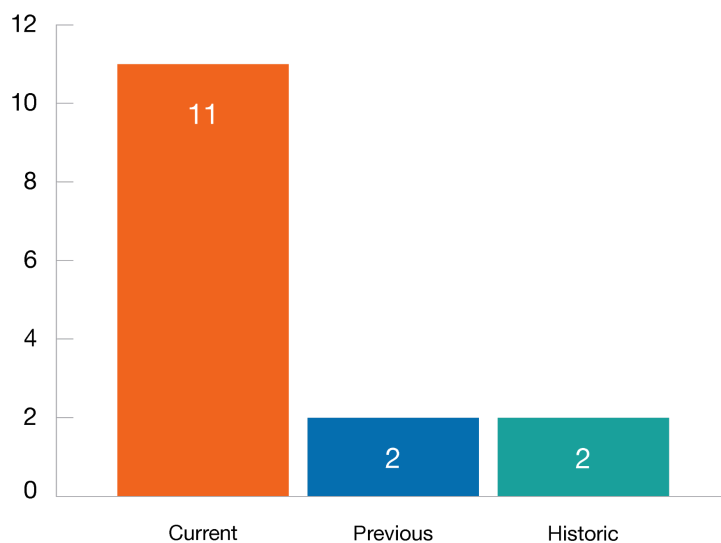


Figure 7: Sexual assault: recency (incidents not connected to Monash).

Figure 7 illustrates the **15 off-campus non-Monash incidents of sexual assault by reporting timeframe**. 'Current' (11) denotes incidents which were disclosed or reported to the University within the same calendar year (i.e. the incident occurred in 2025, and was reported/disclosed to the University in 2025). 'Previous year' (2) denotes incidents which occurred in 2024 and were disclosed or reported to the University in 2025. 'Historic' (2) denotes incidents which occurred prior to 2024, and were disclosed or reported to the University in 2025.

Supporting third parties who receive disclosures of sexual harm

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

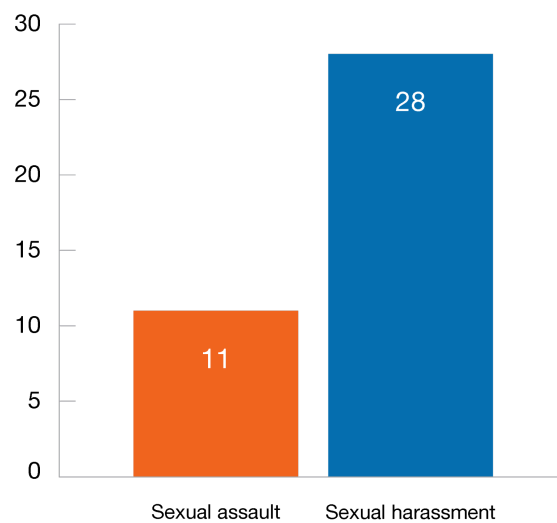


Figure 8: Supporting third parties who receive disclosures of sexual harm.

Figure 8 illustrates the **39 third party disclosures** of sexual harm that SCU assisted with in 2025 by category - either sexual assault (11) or sexual harassment (28).

Reports and disclosures of sexual harm within a Monash context

A report or disclosure within a Monash context includes incidents that are Monash-related, in that they occurred on-campus or at an off-campus Monash activity. Not all reports within a Monash context will be in 'jurisdiction' under the University's disciplinary procedures (see the [Gender-based Violence Prevention and Response Policy](#) and associated student and staff conduct Procedures), as the respondent may not be a current staff member or student.

The University's disciplinary frameworks (student general misconduct and staff misconduct) are limited to where a respondent is a current student or staff member and the behaviour occurs:

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

Where a matter happens in a Monash context but is not within jurisdiction (for example: where a respondent to a matter is not a current Monash student or staff member), the University has a range of alternative response options available to safeguard the victim-survivor and the broader Monash community, including access and attendance restrictions and directions at Monash campuses and locations.

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

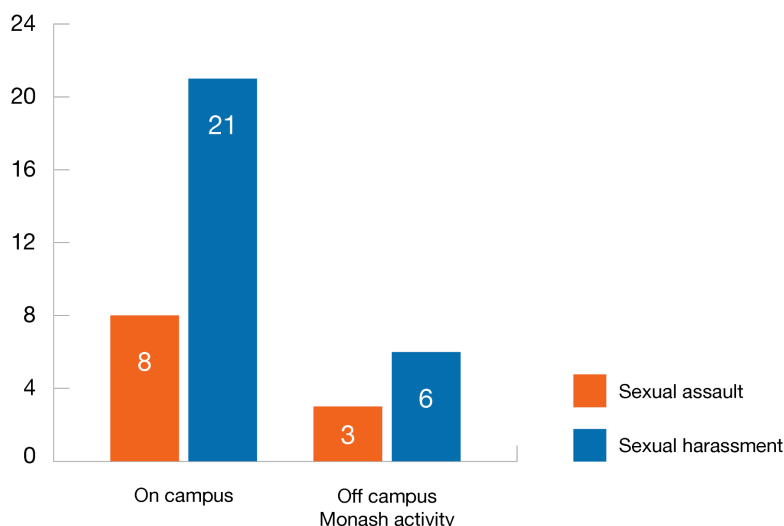


Figure 9: Reports/disclosures of sexual harm within a Monash context.

Figure 9 breaks down the **38 sexual harm reports and disclosures to the University that were within a Monash context** in 2025 by category and location - either sexual assault or sexual harassment.

Sexual assault: police report (reports/disclosures within a Monash context)

Figure 10 illustrates that of the 11 sexual assault reports and disclosures to the University that were within a Monash context in 2025 **two sexual assaults resulted in a police report being made by the victim-survivor**. This figure represents where victim-survivors informed SCU, or were supported by SCU, to report to the police. It is possible that further reports to police were made by victim-survivors of which SCU and the University were not made aware.

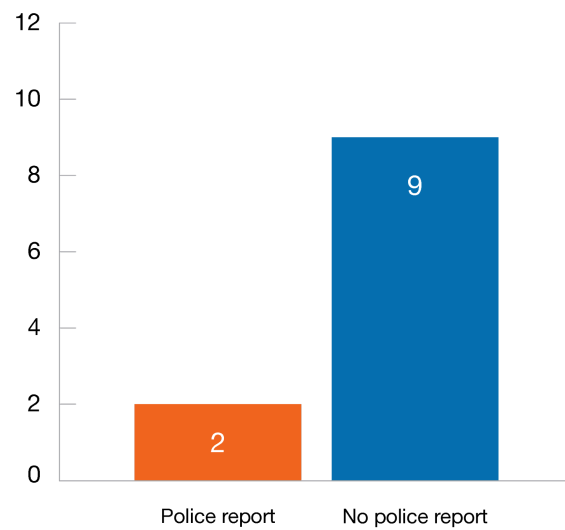


Figure 10: Sexual assault: police reports (reports/disclosures within a Monash context).

Sexual assault: recency (reports/disclosures within a Monash context)

Figure 11 illustrates the **11 sexual assault reports and disclosures to the University that were within a Monash context in 2025 by reporting timeframe**. 'Current' denotes incidents which were disclosed or reported to the University within the same calendar year (i.e. the incident occurred in 2025, and was reported/disclosed to the University in 2025). 'Previous year' denotes incidents which occurred in 2024 and were disclosed or reported to the University in 2025. 'Historic' denotes incidents which occurred prior to 2024, and were disclosed or reported to the University in 2025.

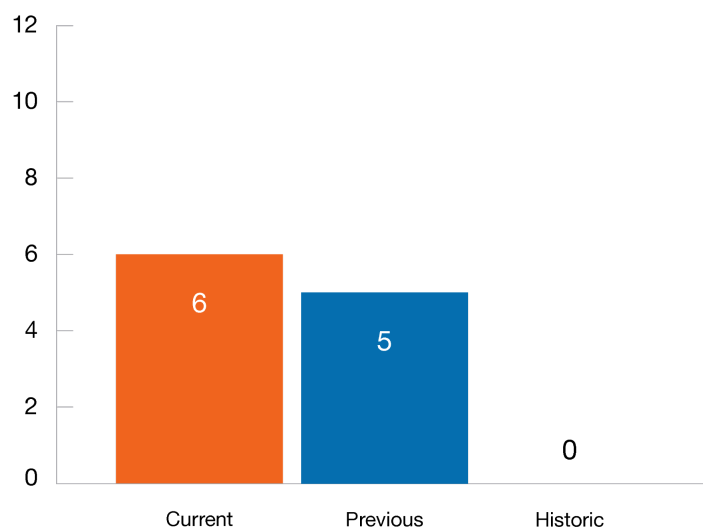


Figure 11: Sexual assault: recency (reports/disclosures within a Monash context).

CARE Service

The 'CARE' (Coordination, Assessment, Referral, Evaluation) Service identifies, assesses, refers and provides guidance and support to students and staff whose identified needs require an ongoing, coordinated and comprehensive approach. Established in 2022, the key purpose of the CARE Service is to support students and staff in a trauma-informed and person-centred way that:

- minimises the potential impacts of formal disciplinary processes;
- helps them to understand the information, advice and options provided to them;
- holistically engages them with other support services offered by Monash University and external agencies and services; and
- helps them to navigate and make informed decisions about their options for advice and support.

During 2025, the CARE Service provided support in **17 sexual harm referrals** (16 students and one staff member), and **27 family violence referrals** (22 students, five staff).

- For sexual harm referrals, the CARE Service supported **15 complainants and two respondents**, of which **three involved formal disciplinary proceedings**.
- For family violence referrals, the CARE Service supported **25 complainants and two respondents**, of which **one involved formal disciplinary proceedings**.

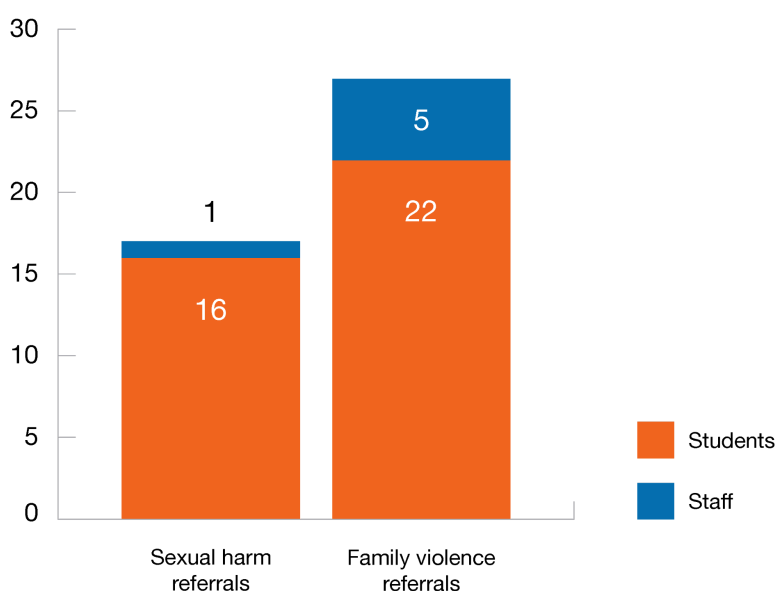


Figure 12: Sexual harm and family violence referrals to the CARE Service.

Sexual harms: formal reports for disciplinary action

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

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

Of the 11 sexual assault disclosures to the University that were within a Monash context, **ten were within jurisdiction for formal disciplinary action** against the respondent as a student, staff member or contractor. In accordance with the victim-survivor's wishes, with necessary safety planning and risk mitigations in place, no further action was requested for nine sexual assault disclosures, with clarity provided to victim-survivors that they can choose to formally report in the future if they wish. **One sexual assault disclosure progressed to a formal report** against a staff member respondent - see page 32 for further details regarding staff disciplinary outcomes.

Of the 27 sexual harassment disclosures to the University that were within a Monash context, **17 were within jurisdiction for formal disciplinary action** against the respondent as a student, staff member or contractor. A total of **9 sexual harassment disclosures progressed to formal reports**.

Australia: Student Disciplinary Outcomes

In 2025, the Office of the University Registrar (OUR) (formerly Student Conduct and Complaints) received three formal reports of sexual harassment that occurred at an Australian location. Two of the formal reports were withdrawn by the complainant and therefore did not proceed through a formal disciplinary process. The third formal report proceeded to a Student Misconduct Panel and the student was given a suspended suspension.

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

Australia: Staff Disciplinary Outcomes

In 2025, the Safer Community Unit and Monash HR received **six formal reports of sexual harassment** where the respondent was a staff member. The six reports related to four respondent staff members. There was one formal report of sexual assault where the respondent was a staff member in 2025 referred to Respectful and Ethical Conduct in Monash HR, however on further review disciplinary action was not deemed to be within remit for the University. The Safer Community Unit, with support from Monash HR, conducts preliminary inquiries into all formal reports of sexual harm by a staff member. Having regard to the wishes of the victim-survivor and the risk to the health and safety of the Monash community, recommendations are made about how the allegations will be managed. This may be through implementation of risk management strategies such as training or non-disciplinary counselling, or commencing formal disciplinary proceedings through Monash HR in accordance with the Enterprise Agreement. The University may impose one or more outcomes as a result of a reported sexual harm.

Of the **six formal reports against four staff members**, formal disciplinary proceedings were commenced against **one respondent**:

- the investigation substantiated allegations of serious misconduct (sexual harassment). The respondent was a casual staff member, whose last casual engagement had already concluded. They were formally advised that the University would not offer them further employment.

In relation to the **three remaining respondents**, formal disciplinary proceedings were unable to proceed, or are still pending at the time of reporting, as follows:

- One internal investigation (related to two reports) was paused to allow external investigation to proceed. The casual staff respondent was immediately notified that they would not be offered further work while the matter was investigated. The respondent resigned from the University before the external investigation concluded.
- Another internal investigation was also paused to allow external investigation to proceed. The casual staff respondent was immediately notified that they would not be offered further work while the matter was investigated, and safety measures were implemented to support the victim-survivor. An internal investigation will soon commence.
- One preliminary inquiry (related to two reports) found that the alleged conduct did not meet the threshold for formal disciplinary proceedings, including that historical conduct was reported which was not connected with the respondent's employment with the University. Environmental measures were implemented in the local area to establish clear professional boundaries.

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

Monash College

Early in 2024, the Safer Community Unit expanded service delivery to Monash College, by jointly funding a full-time Investigation and Risk Assessment Specialist role co-located at Monash College's campus. This approach centralises all reports of gender-based violence experienced by students to SCU, allowing Monash College to utilise the expertise and processes in place to support its students, whilst having SCU available onsite and tailoring service delivery to their unique needs and cohort. It also ensures consistency in how the College and University respond to sexual harm, and familiarises College students with the service provided by SCU prior to transitioning to enrolment at the University.

During 2025, SCU received **13 reports/disclosures of gender-based violence** at Monash College, including two family violence, nine sexual harms, one harassment and one technology-facilitated abuse.

The **nine disclosures of sexual harm** included two sexual assault, three sexual harassment and four third-party disclosures (three sexual assault, and one sexual harassment). All disclosures and reports occurred in the **current year** and two were **reported to police**. Only one sexual harassment was **disclosed within Monash College's jurisdiction for formal disciplinary action**, and **did not proceed to a formal report**.

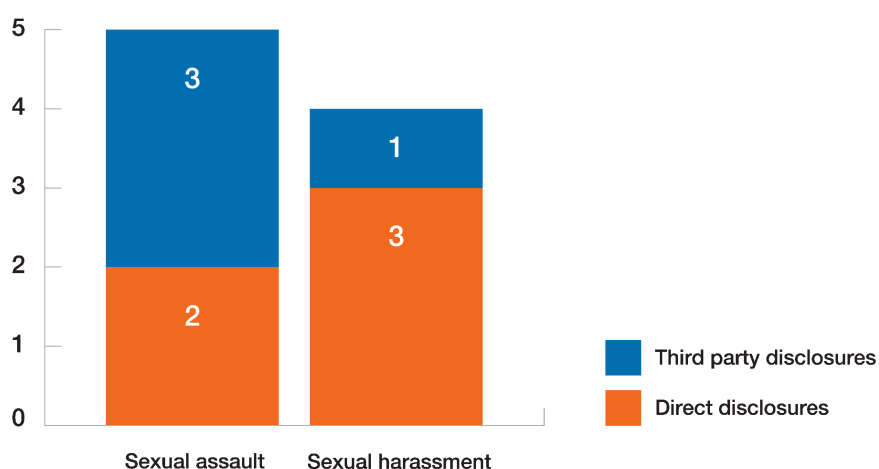


Figure 13: Disclosures of sexual harm at Monash College.

Australia: Centres Against Sexual Assault

Centres Against Sexual Assault (CASAs) offer a range of free services including trauma informed counselling for victim-survivors of sexual and family violence, as well as other support. SECASA is the local CASA for the area to the south-east of Melbourne. Monash University has a commercial agreement with Monash Health to provide SECASA counsellors in the University Health Services at Clayton campus. They are available for both face-to-face and telehealth appointments three days per week. All students studying at Monash's Australian campuses have access to this service. SECASA services were provided to Monash students for the agreement period concluding on 31 December 2025. This included a Clayton Campus based specialist sexual assault counsellor three days a week. The SECASA counsellor had the following student contact:

- **59 students.**
- **263 appointments.**

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

Malaysia: Sexual Harm Disclosures, Reports and Disciplinary Outcomes

Student Reports

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

Reports and disclosures outside jurisdiction

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

In 2025, SAS supported victim-survivors in relation to **two off-campus incidents of sexual harm** that were not connected to the University. Of these, one involved sexual assault and the other sexual harassment, with both cases reported to the police.

Reports and disclosures within Monash jurisdiction

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

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

In 2025, there were two formal reports of sexual harm referred to the Office of the University Registrar (OUR). The first respondent was a male international student in Malaysia. The respondent admitted to the alleged conduct during the Student Conduct Panel hearing and penalties were imposed. The second formal report to OUR involved a male domestic student from Malaysia. The case was referred to the Student Conduct Panel. The respondent admitted to the alleged behaviour during the hearing and penalties included referral to the Respectful Behaviour and CARE Program and prohibition from certain areas of the University.

Staff Reports

Disclosures and reports of sexual harm where the respondent is a staff member are managed by Monash Malaysia (MUM) HR. In 2025, MUM HR received **two reports**. The first involved an allegation of a breach of student privacy and improper conduct in staff/student relations. After a thorough investigation, HR found no evidence to support disciplinary action, however, the staff member was issued a Notice of Caution. The second report involved an allegation of improper conduct in staff/student relations. An internal inquiry has been conducted, and appropriate disciplinary action will be undertaken. This case remains ongoing.

Indonesia: Sexual Harm Disclosures, Reports and Disciplinary Outcomes

Disclosures and reports of sexual harm are managed by the [Monash Indonesia \(MI\) Sexual Abuse and Sexual Harassment Taskforce](#). In 2025, the MI Sexual Abuse and Sexual Harassment Taskforce did not receive any formal reports of sexual harassment or assault.

2025 reflections and 2026 priorities

Our reflections on 2025

Reflecting on 2025, the University's Executive Leadership and the Respect at Monash Advisory Committee note some key observations - successes, opportunities and shortcomings - which assist to inform our priorities for 2026 and beyond:

- **Monash continues to be transparent and accountable:** Each year since reporting began in 2017, Monash has continued to expand the information shared publicly in relation to our prevention of, and response to, gender-based violence and sexual harm. We know that such transparency of process and action is critical in order to be accountable to our community and ensures Monash is well equipped to expand public reporting as required under the National Code.
- **Awareness and understanding of report and support services:** Accessibility of information and ongoing promotion of the Safer Community Unit (SCU) appears to have further increased awareness of the service. This suggests a reduction in barriers to disclosing and reporting of gender-based violence across 2025 as seen in the increase in disclosures/reports. Further actions are required to continue to identify potential barriers and consider other mechanisms of awareness-raising, including enhanced collaboration and partnerships with student associations, student accommodation and academic staff.
- **Knowledge and capability building:** While current prevention education offerings and content are widely regarded as valuable by the Monash community, with significant increases in completions in 2025 compared to 2024, further actions are required. Efforts will focus on promoting the range of knowledge and capability building offerings (including face-to-face, hybrid and online), highlighting broad relevance for staff and students regardless of role or course of study, and continuing to embed and extend the GBV prevention program of work across the University.
- **Cohort and setting specific prevention and response initiatives:** Whilst whole-of-organisation prevention and response work has been broadly embedded across the University to date, there are additional opportunities to partner, consult and co-design with different cohorts and within specific settings to develop tailored awareness raising campaigns, resources, education and initiatives.
- **Leading the sector in prevention and response:** Monash remains committed to enhancing sector capability and increasing external partnerships in relation to gender-based violence. The Victorian Higher Education Summit on Gender-based Violence Prevention and Response, partnerships with Holmesglen Institute and the University of Melbourne Student Union to deliver training, and the publication of professional practice papers on [Monash's whole-of-organisation approach](#), and [CARE support model](#) highlight opportunities to explore ongoing collaboration, partnership, knowledge exchange and translating research into practical application within and beyond the University.

Our priorities for 2026

- **Gender-based Violence Prevention and Response Action Plan and Outcomes Framework 2026-2030:**

After significant consultation, and as outlined in the Strategic Commitment, the second phase of two action plans will commence in 2026. A second Action Plan will outline concrete actions that the University will undertake to meet compliance with the National Code, and to enhance and extend gender-based violence prevention and response interventions. Alongside ongoing projects of work, initiatives for 2026 and beyond include:

- creation of a centralised and accessible repository for respect, equity, diversity and inclusion resources;
- development of a co-design framework to guide meaningful student involvement in GBV prevention and response campaigns, response protocols, training, risk management, and resource development;
- introduction of an intervention initiative focused on navigating online risks, technology-facilitated abuse, misinformation, and harmful digital cultures to be implemented and evaluated in partnership with academic experts and students;
- review and enhancement of GBV-related online learning modules for staff, to ensure that they are current, accessible, evidence-based and effective in building awareness and response capability; and,
- review of recruitment screening practices to ensure sector leading, evidence-based approaches to early intervention.

- **Centralised intake and case management:** Monash will strengthen a centralised model for responding to disclosures and formal reports, ensuring consistent processes, clear reporting pathways, and improved data-capture systems across the Monash Group. The Safer Community Unit (SCU) and CARE Service will expand training, resources and guidance to equip staff and key partners with the skills needed to provide a confident, trauma-informed and consistent response. A survey for students and staff engaging with these services will further inform ongoing improvements, building on existing initiatives such as the Respect Advisor Network to enhance support and coordination across the University community.

- **Continue to support the implementation of the Federal Government Action Plan Addressing Gender-based Violence in Higher Education, compliance with the National Code, and the roll out of the National Student Safety Survey 2026 by Universities Australia:** Monash University is proud to have contributed since 2023 to the development of and subsequent implementation of the Action Plan Addressing Gender-based Violence in Higher Education. In 2026, Monash will continue to work closely with the Department of Education through their Implementation Group for the National Code, to further best practice and evidence-informed prevention and response across the higher education sector. Ensuring compliance with the National Higher Education Code to Prevent and Respond to Gender-based Violence is a key institutional priority for the year ahead. Furthermore, we will continue to engage closely with Universities Australia in the delivery of the third National Student Safety Survey.

For further information

Contact information

For further information about prevention and response initiatives across the Monash Group, please contact:

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