**Implementation of recommendations from *Change the course: National report on sexual assault and sexual harassment at Australian universities***

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| **University name: Monash University** |
| **Recommendation no.** | **Action already taken** | **Planned/future action** |
| 1 | Monash University has established a Vice-Chancellor’s *Respect, Now, Always Advisory* Committee. The Committee meets quarterly, and has already met four times since the release of the AHRC Report. This Committee comprises students, staff, representatives from university residences / residential colleges, and an independent expert from SECASA.  | 1. The Committee plan to meet twice more in 2018, and will consider the outcomes of the University’s independent, expert-led review (Recommendations 4 and 9) by the end of the year.
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| 2 | Monash University has expanded its already comprehensive offering of education programs and resources about respectful behaviours and relationships, consent and ‘violence supportive attitudes’ and bystander intervention. This includes:* With the input of student organisations and the South Eastern Centre Against Sexual Assault SECASA, Monash developed and released an online educational module – Respectful and Responsible.
* A dedicated [Respectful Communities Unit](https://www.monash.edu/safer-community) established 1st January 2018 to carry out primary prevention campaigns, training and resource development. The Unit’s undertaking has involved hosting an information marquee for the duration of the O-Week carnival at the Clayton, Caulfield and Peninsula campuses in February 2018 (reaching 965 students), placing a half page [adve](https://www.monash.edu/__data/assets/pdf_file/0006/1329225/2018-RNA-advertisement-Clayton-Student-magazine-Edition-2.pdf)rtisement on referral and support options for victims of inappropriate sexual behaviour**in student magazines,** developing a Student Guide – “[What you should know](https://www.monash.edu/__data/assets/pdf_file/0008/1342259/Final_v2_WYSKBooklet.pdf)” collaboratively with the 2018 MSA Women's Officers (the Guide was expanded to include more content and advice on hazing, playing it safe online, and dealing with an uncomfortable situation), and training 1st and 2nd semester orientation sessions for incoming Study Abroad and international Exchange students and provide information on Monash's commitment to the *Respect Now Always* initiative.
* Monash introduced the requirement for viewing of Consent video and completion of Respectful & Responsible module by all registered participants in Monash approved/endorsed off-campus events and by all Access Monash student mentors. The Consent video is also a mandatory requirement for all students living on campus.
* Monash Residential Services reviewed and updated the SECASA accredited “Sexpectations” program which all new residents to the university’s on-campus Halls of Residence must participate in during the orientation period.
* The Safer Community Unit provided Respectful & Responsible training for all student leaders and members of the Residential Team at Mannix College
* Monash HR has refreshed Ethical and Professional Conduct training that is required to be completed by staff every three years, to ensure that material addresses issues of consent, bystander behaviour and response pathways for issues of sexual assault and harassment.
* Monash Graduate Research Office [MGRO] has updated and enhanced the Induction Module to specifically address RNA key messages for postgraduate students, with the content reviewed by Workplace Relations. The new module is a compliance module, and compliance by all new students will documented against this module. For existing students viewing access will be provided for the module.
* All HDR students and supervisors have been notified of the staff/student personal relationship procedure.
 | 1. Mannix College will be implementing mandatory viewing of the Consent video as part of their 2019 application process.
2. The Respectful Communities Unit is in the early stages of implementing the [Enhanced Assess, Acknowledge, Act (EAAA) Sexual Assault Resistance Program](http://sarecentre.org/)*,* it will be one critical piece of a comprehensive primary prevention strategy developed by the Respectful Communities Unit to address sexual assault and other forms of sexual misconduct within our campus community. Pilot sessions will commence late 2018 and, if successful, formal roll out will occur at the start of the 2019 academic year.
3. The Respectful Communities Unit is in the early stages of developing a bystander training program for the Monash student community. The program will draw on best practice and research evidence. Pilot sessions will commence late 2018 and, if successful, formal roll out will occur at the start of the 2019 academic year.
4. The current *Consent* video was developed in June 2016, with the help of Monash students the South Eastern Centre Against Sexual Assault [SECASA], explaining what sexual consent means, where it begins and where it ends. The University’s Consent video will be developed into an on-line module; the Consent module and the University’s Respectful and Responsible on-line module are currently under further development and the updated versions will feature survey questions at the conclusion of the modules which seek to gauge participants’ level of understanding of the subject matter.
5. The Respectful Communities Unit will host a Respect.Now.Always. Day across the Caulfield, Peninsula & Clayton campuses in week 2, semester 2, 2018.
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| 3 | Monash has a comprehensive range of support services for students, including a dedicated [Safer Community Unit](https://www.monash.edu/safer-community) for students to come to in seeking support for experiences in relation to sexual assault and sexual harassment. The University has a multipronged approach to communication and information dissemination. New initiatives include:* A dedicated [RNA webpage has been established](https://www.monash.edu/about/respect-now-always/rna-recommendations-response) to communicate support services available to students and the University’s continuing efforts to ensure and foster a safe and respectful community.
* With the input of student organisations and other authorities [including SECASA], Monash developed and released the [Monash Respect. Now. Always – Support App](https://www.monash.edu/campus-support) to help staff and students navigate the support services and reporting options available to them. The RNA Support App is now available for download via the app store (iOS and Android) in addition to being viewable online through the [Monash RNA website](https://www.monash.edu/about/respect-now-always).
* Monash developed and implemented [new off-campus events guidelines](https://www.monash.edu/teammonash/events/off-campus-guidelines) which include Local Incident Management Protocols [LIMPS] and training to ensure that appropriate and timely actions are taken in response to the occurrence of all incidents. The LIMPs 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/activities.
* Monash Residential Services developed a Safe and Respectful Communities Card [support and referral information] which is placed in every resident bedroom on their arrival
* Monash collaborated with the Monash Blues Football Club to become White Ribbon Ambassadors and to develop a video which has been placed on the [Victorian Amateur Football Association website](http://www.vafa.com.au/latest-news/video-monash-blues-support-white-ribbon/)
* Monash has been working with SECASA to develop opportunities for greater collaboration:
	+ SECASA provides a specialist counsellor three days per week; one day at Monash’s Caulfield campus and two days at Monash’s Clayton campus. Peninsula students who need SECASA services will have direct access into the SECASA Seaford office. Students at Parkville Campus will be referred directly to CASA House located at 210 Lonsdale Street.
	+ SECASA provides frontline responders training to members of Monash Residential Services [MRS] Residential Support Staff [College Heads, Deputy College Heads and Residential Support Assistants].
	+ SECASA provides face-to-face training sessions on responding to disclosures of sexual assault to all staff and student leaders via a training schedule organised by Monash Respectful Communities Unit.
* 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.
* Monash HR has developed a new publicly accessible website that promotes positive behaviours in the workplace and how to make complaints / report incidents. See [Culture of Integrity and Respect website](https://www.monash.edu/about/a-culture-of-integrity-and-respect). The website is live and is publicly accessible from a drop down tab on Monash’s [About Us](https://www.monash.edu/about) website.
* Monash has reviewed and updated the following:
	+ [Equal Opportunity Policy](https://www.monash.edu/__data/assets/pdf_file/0003/1294680/Equal-Opportunity.pdf)
	+ [Integrity and Respect Policy](https://www.monash.edu/__data/assets/pdf_file/0005/1294844/Integrity-And-Respect.pdf)
	+ [Resolution of unacceptable behaviour and discrimination in the workplace Procedure](https://www.monash.edu/__data/assets/pdf_file/0003/797430/Resolution-of-Unacceptable-Behaviour-and-Discrimination.pdf)
	+ [Staff/Student personal relationships Procedure](https://www.monash.edu/__data/assets/pdf_file/0005/797432/Staff-Student-Personal-Relationships.pdf)
 | 1. The Safer Community Unit is currently investigating the integration of an online reporting system into its website content (and anticipated future mobile App) which will improve the ease by which staff and students can report matters.
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| 4 | [Worklogic](http://www.worklogic.com.au/) have been appointed by the University to conduct the independent, expert-led review of both the University’s policies and response pathways (Recommendation #4) and factors which contribute to sexual assault and sexual harassment (Recommendation #9).1. Monash has also centralised [student general misconduct](https://www.monash.edu/students/general-misconduct) [which includes sexual offences] disciplinary processes, including implementing revised student general misconduct Policy and Procedures
2. At its meeting on 11 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](https://www.monash.edu/__data/assets/pdf_file/0012/1398729/guidelines-sexual-assault.pdf) – which were developed in consultation with and are endorsed by the South Eastern Centre Against Sexual Assault and Family Violence [SECASA]
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| 5 | Comprehensive scoping was conducted to identify staff and student leaders who needed disclosure training, and nearly 1000 members of the Monash community have received disclosure training by SECASA. 1. All Monash Residential Services [MRS] Residential Support Team Officers have received SECASA face to face frontline responders training by 28th February 2018
2. Respectful Communities Unit 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. By end of March 2018, more than 900 staff and student leaders had been through the training. Further sessions will be scheduled in August 2018.
 | 1. The Respectful Communities Unit is currently 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
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| 6 | 1. The university established the [Safer Community Unit](https://www.monash.edu/safer-community) [SCU] in 2008 as the central point of referral for inappropriate behaviours which includes sexual offences.
2. Monash centralised student general misconduct [which includes sexual offences] under a Responsible Officer for General Misconduct [ROGM]. See [Office of Student Conduct](https://www.monash.edu/students/general-misconduct/home)
3. The Safer Community Unit has established the format and process whereby a six-monthly report of incidents of sexual assault and sexual harassment are provided to the Vice Chancellor. Six monthly reports to be provided to Vice Chancellor at end of June and at end of December each year.
4. The Safer Community Unit, Security, Monash Residential Services and the Responsible Officer for General Misconduct all have access to *Perspective* - an on-line incident reporting and management system.
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| 7 | 1. Monash has engaged Monash Council appointed external audit contractors (KPMG) to undertake an audit of Monash’s counselling services.
	1. KPMG completed a [review](https://www.monash.edu/__data/assets/pdf_file/0010/1274923/Monash-University-Counselling-Services-Internal-Audit-Report.pdf) in December 2017 and tabled at Respect, Now, Always Committee.
	2. KPMG review report posted to [Monash RNA website](https://www.monash.edu/about/respect-now-always/rna-recommendations-response) under recommendation #7 action plan
2. Monash is responding to the recommendations contained in the audit of counselling services report by:
	1. The University Health Services [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 counsellor.
3. The survey responses will enable the UHS 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.
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| 8 | This recommendation will be actioned by Universities Australia on behalf of all universities. Monash University is committed to be an active participant in all future surveys |  |
| 9 | [Worklogic](http://www.worklogic.com.au/) have been appointed by the University to conduct the independent, expert-led review. |  |