

Recommendation no.	Action taken since last milestone report in February 2019	Planned/future action
<p>1 <i>Vice-Chancellors take direct responsibility to implement recommendations, including decision-making and monitoring and evaluation of actions taken. Establish an advisory body. Develop an action plan.</i></p>	<p>Monash University’s Respect.Now.Always (RNA) Advisory Committee has met regularly since 2017 to oversee our fulfillment of the Change the Course recommendations, and subsequent recommendations from our Independent Review. A total of 6 meetings have been held across 2019 and 2020 to date.</p> <p>All agenda and minutes are published on our website.</p>	<p>With much of our prevention and response work now embedded into our operations, we are moving to bi-annual meetings for 2021 noting that meetings can occur outside of the bi-annual schedule when required to ensure fulfillment of any other compliance requirements or recommendations.</p>
<p>2 <i>Universities develop a plan for addressing the drivers of sexual assault and sexual harassment that includes education programs, and identifies existing resources and communications campaigns that reinforce key messages</i></p>	<p>Since December 2019 our commitment to prevention of SASH (sexual assault and sexual harassment) and GBV has been embedded into the General Principles of our Sexual Misconduct Response Procedure.</p> <p>Since 2018, Monash University has had a dedicated prevention team – Respectful Communities – to address drivers of gender-based violence within our community. More information regarding Monash’s prevention team can be found on the Respectful Communities website which is regularly updated; some of the key developments since February 2019 are as follows:</p> <ul style="list-style-type: none"> • Respect at Monash module: <ul style="list-style-type: none"> - In October 2019, a new and improved Consent Video was embedded into the module, featuring our own students. - By the end of 2019, 21,269 students had completed the Respect at Monash module. - From January – August 2020, 17,318 students have completed the module. 	<p>Monash University is committed to the prevention of GBV through our Respectful Communities team. Our current and immediate focus given the COVID19 restrictions is continuing to refine prevention initiatives in an online setting.</p> <p>Other planned action includes the development of new versions of Respect at Monash for staff and graduate research students. In addition, we are continuing to refine evaluation processes to ensure we are effectively measuring culture change on-campus.</p>

	<ul style="list-style-type: none"> - More than 21,500 students completed feedback on the module by the end of 2019, with: <ul style="list-style-type: none"> ▪ 67% students indicating that after completing the module they would call out disrespectful behaviour amongst their friends if witnessed; ▪ 75% students feeling that after the module they were highly likely to change their behaviour to be more respectful; and ▪ 68% students indicating that after completing the module they would change their attitude and behaviour regarding consent. • Annual RNA Week events: <ul style="list-style-type: none"> - In 2019, staff and volunteers engaged over 1,100 students in activities focused on being an active bystander. - In 2020, student volunteers were engaged remotely to develop content on respectful relationships online. Content was distributed over a wide range of University social media to engage the community in this important topic. • Our BRIGHT (bystander, respectful relationships, intimate partner violence and gender equality in higher education training) workshop continues to be refined year on year to be informed by the latest evidence and evaluation: <ul style="list-style-type: none"> - Almost 1000 students were trained in the program in 2019, with the program running via zoom in 2020. - Program received overwhelmingly positive feedback in 2019: <ul style="list-style-type: none"> ▪ 95% students felt better equipped to change their club or groups culture around gender. ▪ 97% students felt better prepared to be an active bystander if they witness gender-based violence. ▪ 98% students felt better equipped to respond to a disclosure and outline support services available. 	
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	<ul style="list-style-type: none"> • In 2019 the Enhanced Assess, Acknowledge, Act (EAAA) Sexual Assault Resistance Program was successfully piloted: <ul style="list-style-type: none"> - 71 women completed the program in 2019, with immensely positive feedback received from attendees. - The program forms one critical piece of a comprehensive primary prevention strategy developed by Respectful Communities to address sexual assault and other forms of sexual misconduct within our campus community. - The program has been put on hold for 2020 given we cannot currently run face-to-face training, but the program will resume as soon as possible. • Following the success of EAAA, in 2020 Respectful Communities piloted The Masculinities Project workshop series developed by team utilising latest research. The workshops provide men with an opportunity to attend an intensive program focused on their role in promoting gender equality and addressing the drivers of gender-based violence. • Respectful Communities partnered with the Give Respect research team comprised of Monash academics from different disciplines to run the Monash Artists Give Respect art competition in 2020. 	
<p>3 <i>Universities should ensure students and staff know about support services and reporting processes for sexual assault or sexual harassment</i></p>	<p>In 2019 Monash University developed and implemented the Sexual Misconduct Response Procedure to replace our existing Guidelines. Notification of the new procedure has been promulgated throughout the university.</p> <p>In 2020, Monash bSafe app was launched to replace our existing RNA Support app. Monash bSafe has been developed over an almost 2-year period by current Monash students and recent graduates with skill sets in app development, graphic design, marketing and communications, as well as public health. Numerous stakeholders were consulted during</p>	<p>There is a strong focus on ensuring our community is aware that reporting pathways and support services continue to be available despite the restrictions on Victorians ability to leave their homes.</p> <p>Monash University will continue to actively promote reporting pathways and options and both internal and external support services to our community through new and innovative online platforms.</p>

	<p>the app development, including the South Eastern Centre Against Sexual Assault (SECASA). The app provides comprehensive information to our community about their options for reporting problem behaviour and seeking support on- and off-campus. It has dedicated trauma-informed, and victim/survivor-focused content to support those who have experienced SASH.</p> <p>In partnership with the app, a new centralised safety and security webpage was launched. This new website seeks to clarify reporting pathways and support services for those who have experienced problem behaviour, including SASH.</p> <p>Our prevention team, Respectful Communities, actively promotes a number of on- and off-campus support services and reporting pathways at all events, training and other initiatives. To learn more about these initiatives, see recommendation 2 or the Respectful Communities webpage.</p>	
<p>4 <i>Within a year, universities should commission an independent, expert led review of existing university policies and response pathways in relation to sexual assault and sexual harassment, to assess effectiveness and make specific recommendations to universities about best practice responses.</i></p>	<p>Throughout 2019 Monash University focused on fulfilling the recommendations from our Independent Review conducted in 2018 by Worklogic. The results of the report commended the University, but also highlighted where we have more work to do. Monash has regularly updated our action plan to address these recommendations, with actions completed in early 2020.</p>	<p>Monash University is committed to continuous review and refinement of our policies and procedures to address SASH and other forms of GBV.</p>

<p>5</p> <p><i>Universities should conduct an assessment to identify staff members and student representatives within their institution most likely to receive disclosures of sexual assault and sexual harassment and ensure those identified receive appropriate training.</i></p>	<p>Respectful Communities has offered face-to-face training sessions on responding to disclosures of sexual assault to all staff and student leaders since early 2018, facilitated by SECASA. 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, with contact repeated to these areas in 2020.</p> <p>In early 2019 Respectful Communities commenced working with SECASA develop an online version of the training. (in addition to providing face-to-face workshops) to enable a wider-audience to complete this important training. This was finalised in September 2019. By the end of 2019 over 1,200 staff and student leaders have completed the training either face-to-face or online.</p> <p>Staff in our residential support roles are required to complete responding to disclosures training annually, which includes the online module and a face-to-face component.</p>	<p>Monash University continues to work closely with SECASA on responding to disclosures training, as well as many other initiatives to ensure we continue to follow a trauma-informed response and prevention strategy. Our responding to disclosures module will be regularly promoted to students and staff, and will be updated regularly to ensure it aligns with latest research and best practice.</p>
<p>6</p> <p><i>Universities should ensure that information about individual disclosures and reports of sexual assault and sexual harassment is collected and stored confidentially and used for continuous improvement of processes.</i></p>	<p>Monash remains committed to annually reporting SASH data under Recommendation 6. #Action Plan that has occurred on-campus or at an endorsed/affiliated off-campus Monash event.</p> <p>The annual data is also tabled at the University's RNA Advisory Committee.</p> <p>De-identified reports of sexual assault and sexual harassment are provided to the Vice Chancellor and President, the COO and the DVC-Education every six months at the end of June and end of December.</p> <p>All reports of alleged sexual offences are referred to Monash University's Safer Community Unit which provides information, advice, support and referrals to appropriate services. Safer Community Unit</p>	<p>Monash will continue to invest considerable resources to raise awareness of sexual assault and sexual harassment and lift the visibility of support services and reporting options for students.</p>

	works alongside Respectful Communities to review data to ensure prevention initiatives are addressing the direct needs of the Monash University community.	
7 <i>Within six months of this report, universities should conduct an audit of university counselling services to assess adequacy of capacity and training and undertake data collection.</i>	<p>See our AHRC action plan for detail about actions taken to fulfil this recommendation.</p> <p>Monash University continues to invest resources to increase the availability of counselling sessions and has seen face-to-face counselling sessions grow from 11,133 sessions in 2014 to 23,060 face-to-face sessions delivered in 2019.</p> <p>In 2018, Monash University introduced a counselling services survey to gauge the effectiveness and satisfaction of counselling services. On a 5-point scale of poor, fair, good, very good and excellent, in response to the question “how satisfied are you with the time you had to wait to get this appointment? 93 % of responses were fair, good, very good and excellent.</p>	Monash University continues to closely monitor wait times for student counselling appointments, as well as reviewing feedback on our counselling services, so we can ensure there is continuous improvement in experience and satisfaction with the services offered.
8 <i>Universities should engage an independent body to conduct the National university student survey of sexual assault and sexual harassment at three yearly intervals to track progress in reducing the prevalence of these incidents at a sector-wide level.</i>	No new action to report since February 2019.	Monash University is committed to being involved in all future surveys commissioned through Universities Australia.
9 <i>Residential colleges and university residences should consider implementing report</i>	Throughout 2019 Monash University focused on fulfilling the recommendations from our Independent Review conducted in 2018 by Worklogic . The results of the report commended the University, and	Monash Residential Services remains committed to continuously ensuring the on-campus residences are communities of safety and respect. They are committed to working closely with our Safer

<p><i>recommendations, and commission an independent, expert-led review of the factors which contribute to sexual assault and sexual harassment in their settings.</i></p>	<p>specifically our Residential Services, but also highlighted where we have more work to do. Monash has regularly updated our action plan to address these recommendations, with actions completed in early 2020.</p> <p>Significant effort continues to be made by Monash Residential Services (MRS) to ensure students living on-campus feel safe and supported. Some of the key initiatives include:</p> <ul style="list-style-type: none"> • All new residents complete the Respect at Monash module as part of their application to live on-campus. • New residents undertake compulsory training on sex, consent and respectful relationships, which has been converted into an online program for 2020. • All Residential Advisors undertake annual BRIGHT training and responding to disclosures training. • In 2019 MRS rebranded their student-led Prevention of Violence Against Women Committee as the MRS RNA Committee. The Committee coordinates a series of events throughout the year, with support from MRS staff and Respectful Communities staff, that seek to address drivers of gender-based violence. MRS RNA Committee continues, leading a series of events and initiatives online throughout 2020. • In 2020 all staff, operations and residential support teams, received bystander training from Respectful Communities to support them to address drivers of GBV. Part of this training involved an online bystander toolkit for staff which was developed by Respectful Communities and can now be accessed by all staff and students. <p>Further information is available at our AHRC action plan.</p>	<p>Community Unit and Respectful Communities to ensure our response and prevention efforts continue to evolve.</p> <p>In 2021, all new residents will receive training on bystander intervention to address drivers of GBV.</p>
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