

Monash University’s response to the Independent Review into policies, procedures and practices in relation to issues of sexual assault and sexual harassment

As at October 2018, Monash University had fulfilled all nine recommendations from the Australian Human Rights Commission *Change the Course* survey, including undertaking an independent review of policies, procedures and practices in relation to issues of sexual assault and sexual harassment, and factors contributing to these issues in residential settings. An Independent Review conducted by Worklogic revealed many examples of best practice responses by the University, in addition to identifying important opportunities for development and improvement.

Here is how the University has implemented the 33 recommendations made across five key themes in the independent review. The University is committed to ensuring that our policies, procedures and practices continue to evolve in response to sexual assault and sexual harassment to ensure we are always best practice in prevention and response.

Increasing student knowledge and awareness of support services and reporting avenues (recommendations 1 - 4)

Recommendation	Responsibility	Delivery	Action / Milestones	Impacts	Status as at September 2020
(1) That additional work be undertaken to promote the support services and supporting pathways, and specifically the existence and roles of the SCU, OSC and RCU.	CCD	Feb 2020	In addition to ongoing work to make students aware of support services and reporting avenues, we will: <ul style="list-style-type: none"> expand existing promotional campaigns across all four campuses; build staff awareness of services through digital platforms such as Workplace; ensure a gendered lens is applied to promotion to ensure persons at greater risk of sexual violence are aware of services on- and off-campus; 	Increased reports to university of sexual assault and sexual harassment. Improved student awareness of support services and reporting pathways in future surveys.	IMPLEMENTED After delay in launch due to the pandemic and subsequent restrictions across Victoria, the new Monash bSafe app was launched in August 2020. In addition, a new safety and security webpage was launched. This content makes roles, reporting pathways and support services very clear. Respectful Communities will continue to promote widely at all events, training and other initiatives to promote continual uptake of the app.
(2) That the promotion targets in particular women, students in their second and subsequent undergraduate years, and students who are not living on campus.	CCD	Feb 2020	<ul style="list-style-type: none"> work with faculties to aid promotion to students in their second and subsequent undergraduate years, and students not living on-campus; review SCU and OSC website and other resources to ensure clear messaging on role, functions and processes, including the neutrality of both services. 	Increase in students seeking support and services from the SCU, including both complainants and respondents.	IMPLEMENTED As per (1) – in developing the app specific attention was paid to ensuring it would appeal these student groups. Promotion of the app is occurring across the University community at large, as part of this promotion we will endeavour to target these student groups to download the app.
(3) That SCU increases its efforts to promote its services and supports, increases its visible presence at campuses other than Clayton, and ensures that its services, publications and promotional	CCD	Jun 2019	To track student awareness over time,	Better understanding by	IMPLEMENTED SCU now has a weekly presence at Caulfield, and monthly scheduled dates for Parkville and Peninsula. These are to be advertised in the UHS areas at those campuses, and will be publicised on the app when it goes live.

material equally support students who make complaints and students who are the subject of complaints, to build its perceived independence and neutrality.			Monash will also conduct an annual student survey examining their awareness of support services and pathways. Based on the student survey conducted by Worklogic for the Independent Review, the annual survey will enable Monash to track student knowledge and awareness of support services and reporting avenues over the years.	students of the role and functions of SCU, OSC and other avenues of complaint and support.	
(4) That the OSC publishes more information about its role, functions and processes on the Monash website.	OSC	Mar 2019			IMPLEMENTED

Clarifying the roles and inter-relationships of relevant complaint and support units (recommendations 5 - 9, 12)

Recommendation	Responsibility	Delivery	Action / Milestones	Impacts	Status
(5) That Monash University creates a dedicated webpage for sexual assault and sexual harassment, with clear links to all resources and supporting units on the one page and a diagram representing different reporting options.	CCD	Feb 2020	CCD will coordinate key reporting and support services to create a single entry point for users to centralise web content.	All new students at Monash are aware of the relevant complaint and support services.	IMPLEMENTED As per (1).
(6) That all students receive key messages on enrolment, by the required completion of the online module on respectful behaviour and watch the consent video.	SEBS CCD	Oct 2018	All newly enrolling students will be required to complete the <i>Respect at Monash</i> online course which sets behaviour standards for students, and includes the consent video.	Staff and student leaders university-wide are equipped with the necessary skills to manage a critical incident off-campus.	IMPLEMENTED In 2019, it is a mandatory requirement that all commencing students complete the Respect at Monash online module.
(7) That all faculty representatives and student leaders leading overnight study trips be required to complete the Responding to Disclosures of Sexual Assault training and Critical Incident Management training, consistent with the approach of	DVC & VP (Education) and HR	Feb 2019	Deputy Vice-Chancellor and Vice-President (Education) will work to ensure consistency in protocol concerning overnight trips university-wide, aligning practices with TeamMONASH, including the training recommended for leaders of overnight study trips.	Diversity in resources will ensure all students connect with and understand consent.	IMPLEMENTED All Monash Student Organisation Funding Agreements contain the following requirements: MSO will at all times during the term of this agreement: a. comply with, and make sure that each Club or Society and any other MSO affiliated group or body complies with, the University's Critical Incident Management Protocols;

TeamMONASH.				<p>Specific resources for student groups at higher risk will deepen the relevance and impact of the communications.</p> <p>Improved mental health support for respondents and complainants in general misconduct cases.</p>	<p>b. participate in, and make sure that each Club or Society and any other MSO affiliated group or body participates in, training and pre-requisite programs for both leaders/managers and participants in University run and University affiliated off-campus events/activities including co-curricular activities;</p> <p>c. complete the University's CONSENT video and RESPECTFUL and RESPONSIBLE on-line modules and other modules which may be developed from time to time as part of the University's "Respect. Now. Always" campaign;</p> <p>All faculties have confirmed their implementation of the recommendation.</p>
(8) That versions of the consent video specific to postgraduate students and to international students are developed, which confront openly and bravely the issues that they face, and that a culturally diverse student population is represented in all future videos and online training.	CCD	Dec 2019	<p>CCD / RCU will:</p> <ul style="list-style-type: none"> • develop new consent resources specific to postgraduate students and to international students, with diverse representation; • collaborate with MGRO to enhance training opportunities for HDR students and supervisors; • co-design with international students a series of new resources to educate all students on sex, consent and wellbeing. 	<p>Improved coordination between the relevant units and supports that are already available at Monash.</p>	<p>IMPLEMENTED</p> <p>The new consent video as launched in October 2019.</p> <p>A new podcast and web content has been developed for international students providing information of sex, consent and wellbeing and will be distributed for the 2020 academic year. The successful sexual health orientation campaign implemented in 2019 will be repeated in 2020, and Respectful Communities will continue to partner with student associations to progress this work.</p> <p>Respectful Communities has also commenced scoping a new version of R@M module for HDR students and supervisors. This work will occur in partnership with MGRO and will be completed by end of October 2020.</p>
(9) That connections between the OSC, counselling and external crisis response are strengthened to ensure access to urgent support is available to respondents to disciplinary matters.	OSC	Feb 2019	<p>OSC, counselling and other relevant units will work to improve the coordination and cross-referrals of their services and external crisis response, including:</p> <ul style="list-style-type: none"> • having counsellors attend hearings; • holding hearings on campus; and • conducting a trauma informed audit with the Blue Knot Foundation. 		<p>IMPLEMENTED</p> <p>Counselling staff provide support and assistance to students who are required to appear before or at the OSC, [if the student requests support and assistance].</p> <p>Disciplinary hearings are held on campus.</p>

					Blue Knot has completed the trauma informed review which evaluated the Office of Student Conduct's facilities, processes and correspondence templates against trauma informed principles and practices. Blue Knot recommended some changes to OSC's correspondence templates which have been incorporated.
(12) That the reference to restorative justice conferences in the RNA App be deleted.	CCD	Oct 2018	OSC, counselling and other relevant units will work to improve the coordination and cross-referrals of their services and external crisis response, including: <ul style="list-style-type: none"> • having counsellors attend hearings; • holding hearings on campus; and • conducting a trauma informed audit with the Blue Knot Foundation. 		<p>IMPLEMENTED Reference to restorative justice conferences in the online RNA App has been removed.</p> <p>Counselling staff provide support and assistance to students who are required to appear before or at the OSC, [if the student requests support and assistance]. Disciplinary hearings are held on campus.</p> <p>IMPLEMENTED The new Monash bSafe app does not mention restorative justice.</p>

Clarifying the Student General Misconduct Procedures and the Guidelines (recommendations 10 and 11)

Recommendation	Responsibility	Delivery	Action / Milestones	Impacts	Status
(10) That when the Student General Misconduct Procedures are next reviewed, they are amended to refer to, define and explain "sexual harassment" (together with "harass" and "sexual offence"), to more clearly articulate that a student can make a complaint about sexual harassment that they experience from another student in a University context.	OGC	Dec 2019	OGC and OSC will establish a working group made up of key stakeholders to review the Student General Misconduct Procedures and the Guidelines. The Procedures and Guidelines will be amended in line with the Independent Review's recommendations, and other input from internal stakeholders including students.	Student General Misconduct Procedures and Guidelines clearly cover sexual harassment, and explain key	<p>IMPLEMENTED</p> <p>Following extensive consultation, Monash has implemented new Student General Conduct Policy Student General Misconduct Procedure Sexual Misconduct Response Procedure</p>

(11) That the Guidelines refer to “sexual harassment” in their <i>Purpose</i> together with “sexual offence”, that “sexual harassment” is explained elsewhere in the Guidelines, and that the Guidelines are reviewed for clarity, application / enforceability, audience and other issues of importance, involving further consultation from staff with expertise.	OGC	Dec 2019	As above.	concepts, for easier student understanding.	IMPLEMENTED Monash has implemented new Student General Conduct Policy Student General Misconduct Procedure Sexual Misconduct Response Procedure
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Clarifying responsibility for the triage, investigation and management of complaints by students (recommendations 13 - 18)

Recommendation	Responsibility	Delivery	Action / Milestones	Impacts	Status
(13) That clause 2.8 and 2.9 of the Student General Misconduct Procedures are amended, to remove faculties having any role in investigating or determining student misconduct matters which involve alleged sexual assault or harassment.	OGC	Dec 2019	As above, OGC and OSC will lead the implementation of these recommendations including establishing a working group of key stakeholders.		IMPLEMENTED Monash has implemented new Student General Conduct Policy Student General Misconduct Procedure Sexual Misconduct Response Procedure
(14) That a formal distinction is made between a ‘disclosure’ of sexual assault or harassment and a formal ‘report’, and disclosure to SCU be quarantined from the general requirement under Student Misconduct Procedure for staff to report contact that is a breach of policy.	OGC	Dec 2019	OGC and OSC will establish a working group made up of key stakeholders to review the Guidelines and published information about SCU’s handling of ‘disclosures’ and ‘reports’. The Guidelines and published information will be amended in line with the Independent Review’s recommendations, and other input from internal stakeholders including students. OGC will provide formal confirmation to SCU that disclosures made by students seeking support does not require SCU to make a formal report.	Consistent, quality handling of student misconduct cases involving sexual assault and sexual harassment. Clarification of the staff responsibility to refer on reports of sexual assault and	IMPLEMENTED Monash has implemented new Student Conduct Policy Student General Misconduct Procedure Sexual Misconduct Response Procedure

(15) That Workplace Relations (only) is responsible for the factual investigation of students' allegations of sexual misconduct by staff members, either by internal or external investigation, due to its expertise and experience in staff misconduct investigations, and that the investigator takes the student's detailed statement in the presence of a representative of SCU or a support person of the student's choice.	OGC	Dec 2018	Workplace Relations, SCU, RCU and other relevant units are informed of the new practice whereby all factual investigation of students' allegations of sexual misconduct by staff members will be undertaken by Workplace Relations, with SCU or another support person (if the student wishes) being present in all student interviews.	sexual harassment, as distinct from disclosures. Additional protections of student rights and additional supports for complainants and respondents participating in formal procedures.	IMPLEMENTED New procedure has been implemented - as per the recommendation when a student makes an allegation of sexual misconduct by a staff member/s.
(16) Clubs and societies are required to report to SCU any allegation of sexual harassment or sexual assault.	OGC	Mar 2019	OGC to give formal direction to clubs and societies.	Improved reporting of allegations that clubs and societies become aware of.	IMPLEMENTED The 2019 MSO Agreements include a requirement that Clubs and Societies are required to report these allegations to the SCU.
(17) That students who are responding to allegations of conduct that also fall under the Crimes Act are informed of avenues for accessible legal advice.	OGC	Dec 2019	OGC and OSC to implement practice of informing respondent students of avenues for legal advice.		IMPLEMENTED The Office of Student Conduct has created a new position of 'support worker' to provide support and referrals to students who are engaged with SCU, and/or with Student Conduct in the context of general misconduct proceedings
(18) That proceedings in absentia are specifically allowed, so that the respondent cannot prevent the hearing occurring by not appearing, and the hearing will proceed even if the complainant or respondent is too unwell, traumatised or fearful to attend.	OGC	Dec 2019	OGC to amend relevant procedures regarding proceedings in absentia.		IMPLEMENTED

Improving relevance, effectiveness and focus of training and supports for student groups at higher risk (recommendations 19 - 25)

Recommendation	Responsibility	Delivery	Action / Milestones	Impacts	Status
(19) That SCU ensures that specific support is available to LGBTIQ students, Indigenous students and international students, including access to appropriate support persons.	CCD OSC	Dec 2018	SCU will ensure that the recommended specific supports are available.	Increased reports to university of sexual assault and sexual harassment, particularly from LGBTIQ, Indigenous and international students.	IMPLEMENTED A review of available support services has been undertaken
(20) That the training session on 'managing the supervisor relationship' is made compulsory for HDR students and supervisors, and fully explores the breadth of difficult issues and scenarios that can arise, together with information and strategies on how to respond, duty of care, victimisation, and professional obligations.	Vice-Provost (Faculty & Graduate Affairs)	Feb 2019	CCD and Vice-Provost (Faculty & Graduate Affairs) will review mandatory training for HDR supervisors and students, and implement the recommended improvements.	Specialised support available for LGBTIQ, Indigenous and international students who experience sexual harassment or sexual assault. Excellent, diverse and inclusive events and training are provided, which all students connect and engage with. Additional information and resources will inform and empower groups of students who are at	IMPLEMENTED Monash Graduate Research Office [MGRO] have updated and enhanced the Induction Module to specifically address RNA key messages, with the content reviewed by Workplace Relations. The new module is a compliance module, and compliance by all new students will be documented against this module. For existing students viewing access will be provided for the module. MGRO have included training modules with scenarios along with discussion time to address and raise awareness of RNA in the supervision of HDR students. These workshops are within supervisor level 1 accredited training that is required by all supervisors (staff and adjuncts) managing HDR students. This training is for all new supervisors and supervisors new to Monash University. These workshops will be updated with new content as resources as they become available. MGRO have actively promoted the staff student personal relationship procedure, and this has been advised to all HDRs (approx. 5,500) and all supervisors. MGRO have introduced a case study for training modules for staff for accreditation (level 1 and 2). Monash mandates that staff in a personal relationship cannot be involved in the assessment of a student's work (eg., exclusion

				<p>heightened risk, as recognised by the HREOC report.</p> <p>Units within Monash work seamlessly together to deliver best practice in connecting with, training and supporting students in at-risk groups.</p> <p>Students are actively included in the development and delivery of resources.</p>	<p>from a milestone panel). This is higher than suggested by UA. Monash does not permit supervisors who are in a relationship to be members of a common supervisor team for an HDR.</p> <p>MGRO are committed to supporting the creation of a module specific to the Graduate Research experience with Safer Communities and MPA. This module will incorporate material recently produced by the ACGR. See item (8).</p> <p>The Graduate Research Management Procedure was reviewed in 2019 and statements around conflicts of interest were added and have been implemented. Additionally, our training modules (both face-to-face and virtual) for accreditation have been enhanced to address RNA initiatives and managing student supervisor relationships. These were all implemented in 2019.</p> <p>MGRO has reviewed and superseded our supervisor framework, and this comes into effect as of 1 October 2020. Previously only accredited supervisors were "trained" by the university and provisional supervisors (who may be associate supervisors for up to 3 PhD students) were not trained. Now both accredited and registered (previously titled provisional) must complete online modules, and accredited supervisors have additional online or face-to-face modules for completion. These additional modules are available to registered supervisors. The registration and accreditation module address the management of student supervisor relationships. Completion of these modules is recorded in My Development.</p>
(21) That Monash consider developing LGBTIQ-specific resources about respectful behaviour, like the consent video.	CCD	Dec 2019	CCD will engage the <i>Pride in Diversity</i> and the MSO Queer Officers to explore the best ways to develop LGBTIQ-specific resources about respectful behaviour.	<p>IMPLEMENTED</p> <p>Respectful Communities joined the Women's Health East Working Group for the <i>Voices for Equality & Respect Project</i> in 2019 which has developed a resource on best practice for working with young LGBTIQ+ people to promote respectful relationships. Respectful Communities is building on their ongoing relationships with Inclusive Communities and the MSO</p>	

					Queer Officers to implement learnings and continually improve delivery of education on respectful relationships to the LGBTIQ+ community.
(22) That the SCU and Yulendj Indigenous Engagement Unit continue to build referral pathways, connections, referrals and support opportunities.	Pro Vice-Chancellor (Indigenous)	Dec 2019	Yulendj Indigenous Engagement Unit will be informed of this recommendation and encouraged to build referral pathways, connections, referrals and support opportunities with CCD and SCU. They will be asked to report back to CCD on their learnings.		<p>IMPLEMENTED</p> <p>SCU and Director Indigenous Engagement have had regular, structured engagement and discussion throughout 2019, with increased opportunities for connection, support and referrals.</p> <p>Yulendj Indigenous Engagement Unit will endeavour at all times to have two staff trained to sit on General Misconduct Panels.</p> <p>Respectful Communities and the Yulendj Indigenous Engagement Unit have also had meetings throughout 2019 to increase support and opportunities for collaboration between the two units.</p>
(23) That there be mandatory, uniform training, including specific information about consent, the particular risks of sexual harassment and assault, reporting and support options overseas or off-campus, LGBTIQ issues (noting that students arrive from some countries in which homosexuality is discouraged or even criminal, such as Malaysia) and other Respect Now Always content, for: <ul style="list-style-type: none"> all students going overseas, inbound students on orientation, and all students undertaking placements.	CCD Study Abroad DVC & VP (Education) Vice-Provost (Faculty & Graduate Affairs)	Jun 2019	The recommended training will be developed by the responsible offices and made mandatory for: <ul style="list-style-type: none"> all students going overseas, inbound students on orientation, and all students undertaking placements. 		<p>IMPLEMENTED</p> <p>All students attending off-campus activities are required to:</p> <ol style="list-style-type: none"> complete the Respect at Monash on-line Module; comply with the University's Critical Incident Management Protocols; <p>All student leaders are required to:</p> <ol style="list-style-type: none"> complete the Respect at Monash on-line Module; comply undertake training and pre-requisite programs delivered by TeamMONASH which includes but is not limited to training in the University's Critical Incident Management Protocols;
(24) That ongoing information is provided to international students during the course of the academic year (after Orientation), including	CCD	Dec 2019	CCD will develop sexual health and consent resources for overseas students, and provide this and other information to international students throughout the academic year.		<p>IMPLEMENTED</p> <p>As per [8].</p>

sexual health and consent webinars tailored for overseas students, which state that if students make a disclosure of sexual assault or harassment, this information will not be shared with their parents or faculty without their consent.					
(25) That international students are actively encouraged to deliver training and resources, to increase student involvement (such as RNA Day).	RCU	Dec 2018	CCD and RCU will continue to involve a diverse range of students at all stages of program and event development, and provide more opportunities for students to co-design and deliver resources.		IMPLEMENTED International students are engaged by the Respectful Communities Unit in event development and implementation

Providing continuous opportunities for student learning at university residences (recommendations 26 - 33)

Recommendation	Responsibility	Delivery	Action / Milestones	Impact	Status
(26) That Monash Residential Services (MRS) create regular, informal channels for refresher training and/or to initiate peer-led discussions about local sexual culture and reinforce all students' right to have their personal choices respected (including discussion opportunities for international students).	MRS	Mar 2019	Refresher training and regular peer discussions, as recommended, will commence in 2019. MRS will schedule in March each year the training and peer discussions to take place over the duration of the academic year.	<p>Increased disclosures and reports of inappropriate behaviours to MRS staff.</p> <p>A greater willingness to speak up within the community when residents witness inappropriate behaviours.</p>	<p>IMPLEMENTED</p> <p>Informal peer-led discussions scheduled for:</p> <p>Mar 5th & Sept 8th – R.N.A Suppers in all Halls</p> <p>Aug 13th - R.N.A Community Conversation</p> <p>Aug 30th – R.N.A dinner</p> <p>LGBTIQ+ Events – 9th May & 26th Sept</p> <p>Training –</p> <p>Sexpectations – (a total of 34 sessions held across Feb / Mar and July / Aug)</p> <p>RESstart Training (a total of 28 sessions held throughout Feb/Mar and July/Aug)</p>

<p>(27) That MRS Heads and residential advisers (RAs) are offered training in managing privacy and confidentiality, leadership of a healthy culture and complaints-handling.</p>	<p>MRS</p>	<p>Mar 2019</p>	<p>MRS will ensure that Heads and RAs are offered the recommended training. In addition, MRS will continue to build on existing relationships with key stakeholders including RCU, SCU and OSC to ensure clarity of information to residents.</p>	<p>An ongoing strengthening in the cultures of university residences, which actively discourages sexual harassment, sexual assault and risky behaviours.</p> <p>Alignment and strengthening of training, prevention and response connected to disclosures of sexual assault and sexual harassment across MRS and Mannix.</p> <p>Reduction in high-risk alcohol consumption amongst students living on-campus.</p> <p>Eradication of hazing.</p>	<p>IMPLEMENTED 2019 mandatory RA training has covered the following :- Privacy and Confidentiality - CIMPS training - Responding to Disclosures of Sexual Assault - Personal Boundaries Training - R.N.A session Leadership of a healthy culture:- - Building Positive Relationships Training - Vicarious Resilience Training - Caring for our Homes session - Informal mentoring sessions (peer and staff led) Complaints Handling - Navigating Conflict training - CIMPS training 2019 mandatory staff training includes:- - Responding to Disclosures of Sexual Assault - CIMPS training - Ally Training - Vicarious Resilience Training - Incident Knowledge Sharing sessions</p>
<p>(29) That MRS affirms an environment that encourages people to speak up about inappropriate behaviours and protects them when they do.</p>	<p>MRS</p>	<p>Mar 2019</p>	<p>MRS will make this affirmation in various communications with students, including posters, email, social media, website, and at events.</p>	<p>Eradication of hazing.</p>	<p>IMPLEMENTED Affirmations provided via:- - All 2019 residents have completed the Consent Video and Respect @ Monash prior to arrival - RESstart Training (a total of 28 sessions held throughout Feb/Mar and July/Aug) - Sexpectations Training (a total of 34 sessions held across Feb / Mar and July / Aug) - Reporting Framework cards in all residences - MSA Women’s Department ‘What you should know’ booklets available in all residences - MRS Website (see Residential Life page) - Mar 5th & Sept 8th – R.N.A Suppers in all Halls Aug 13th - R.N.A R.N.A Community Conversation Aug 30th – R.N.A dinner</p>

(32) That Mannix and MRS work together to develop and communicate to students a stand-alone policy on hazing, which prohibits all practices and activities that are objectively degrading, demeaning, humiliating or put a student at physical, psychological, emotional risk.	MRS	Dec 2019	MRS and Mannix will co-design and communicate a hazing policy including the recommended elements.		IMPLEMENTED Hazing is referenced in the new Student General Conduct Policy Sexual Misconduct Response Procedure
(28), (30), (31) and (33) That feedback from stakeholders is passed on to Mannix College.	MRS	Dec 2018	All relevant feedback from stakeholders will be passed to Mannix College regarding: <ul style="list-style-type: none"> • responding to reports of sexual assault and sexual harassment and training for RAs; • RA training is passed on to Mannix College; • preventing hazing is passed on to Mannix College; • drinking culture. 		IMPLEMENTED Mannix attended a day at the MRS mandatory RA Summit (Nov 22 nd , 2018), -and has been given access to all MRS' policies, procedures, and Conditions of Residency. Mannix College have confirmed that they have: <ul style="list-style-type: none"> • implemented a zero tolerance policy to the inappropriate behaviours referred to in these recommendations; • adopted the University/MRS guidelines, policies and procedures into its documentation for consistency across the residential setting; and • implemented educational programs and practices to eliminate excessive alcohol consumption and hazing

Additional actions identified by the Vice-Chancellor's *Respect, Now, Always Advisory Committee*

In considering the above recommendations, the Vice-Chancellor's Respect, Now, Always Advisory Committee, identified a further set of actions in support of the University's overall efforts to eliminate and prevent sexual assault and sexual harassment. These are detailed below:

Recommendation	Responsibility	Delivery	Action / Milestones	Impacts	Status
(34) That Monash University's expectations in relation to safety and support are communicated to, and agreed by international partners.	VC, with support of DVC (Global)	Dec 2018	Vice-Chancellor will issue communications outlining the University's expectations with international partners by the end of 2018.	All international partners are aware of Monash University's expectations.	IMPLEMENTED

<p>(35) That support and response pathways are communicated widely, as related to specifically to complainants and respondents</p>	<p>CCD</p>		<p>CCD will coordinate key reporting and support services to create a single entry point for users to centralise web content, and as tailored to complainants and respondents.</p>	<p>All students are aware of the relevant support and response services.</p>	<p>IMPLEMENTED</p>
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