



# Mannix College

A Catholic residential college  
affiliated with Monash University

## **Mannix College**

# Whole-of-Organisation Plan to Prevent and Respond to Gender-Based Violence

*National Higher Education Code to Prevent and Respond to Gender-Based Violence*

**2026 - 2030**

Version 1.0

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## Document Controls

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## Acknowledgement

Mannix College acknowledges the Bunurong people of the Kulin Nations as the Traditional Custodians of the land on which our community lives, learns and works. We pay our respects to Elders past and present and recognise the ongoing strength of First Nations peoples.

We recognise that First Nations peoples experience gender-based violence at disproportionately high rates, shaped by the impacts of colonisation and inequity. Mannix is committed to supporting First Nations victim-survivors and strengthening culturally safe, community-guided approaches to prevention and response.

We also acknowledge the strength and courage of all victim-survivors of gender based violence and sexual harm, including those who are or were part of our community. Mannix is committed to building a culture where everyone is safe, respected and supported.

# This Plan on a Page

## Why does this Plan exist?

This Plan exists because the **National Higher Education Code to Prevent and Respond to Gender-Based Violence** requires all student accommodation providers to take a whole-of-organisation approach to preventing harm and supporting those affected.

It explains **how Mannix College meets this requirement** within our residential community.

## What is the Plan about?

The Plan sets out how Mannix:

- prevents gender-based violence
- responds safely and appropriately to concerns
- supports people affected by harm
- strengthens safety and culture over time

## Who does it apply to?

Everyone at Mannix. This includes residents, student leaders, staff, contractors and volunteers, across all College spaces, events and activities.

## What does the Plan cover?

The Plan is structured around five areas required by the National Code:

- Leadership and accountability
- Safe environments and systems
- Knowledge and capability
- Safety and support
- Learning and improvement

## How was the Plan developed?

The Plan was developed to meet the National Code and informed by best practice in residential education, student safety and trauma-informed care. It draws on student feedback, staff experience, external specialist advice, and Mannix's partnership with Monash University. It will continue to evolve as the College reviews outcomes and learns from practice.

## How is prevention embedded?

Prevention is reinforced through education, everyday residential culture, leadership practice, communications and community events, delivered by people with appropriate expertise.

**This Plan is a requirement of the National Code and reflects Mannix's deep commitment to safety, respect and care.**

## Executive Summary

Mannix College's Whole-of-Organisation Plan to Prevent and Respond to Gender-Based Violence sets out how the College contributes to meeting the [National Higher Education Code to Prevent and Respond to Gender-Based Violence](#) within its residential and organisational context.

The Plan applies to all residents (including non-resident program participants), staff, student leaders, contractors and volunteers, and to all Mannix spaces, events and online environments. It brings together governance, prevention, education, response, support and evaluation within a single trauma-informed framework.

This is Mannix College's first Plan under the National Code. It reflects strong foundations built over several years through independent reviews, student engagement and partnership with Monash University, while recognising that prevention and response work must continue to evolve. The Plan will be refined over time as regulatory guidance matures, evidence develops and community feedback is incorporated.

The first full draft of this Plan was independently reviewed by the [Our Watch Institute](#), Australia's national leader in the primary prevention of gender-based violence. Recommendations have been actively incorporated into this version of the Plan.

The Plan is informed by:

- a Whole-of-Organisation Assessment of risks, enablers and barriers
- the 2024 independent review conducted with Monash University
- resident and staff survey data
- student leader feedback and lived-experience engagement
- current domestic evidence on the drivers and prevention of gender-based violence

This Plan will be supported by operational tools, implementation materials, evidence logs and assurance processes that enable effective delivery, monitoring and continuous improvement. Together, these elements ensure the Plan is practical, accountable and aligned with best practice under the National Higher Education Code.

## Context

Gender-based violence is violence, abuse, harassment or other harmful behaviour directed at a person because of their gender, sex, sexual orientation, gender identity or expression, or behaviour that disproportionately affects people of a particular gender. Gender-based violence includes, but is not limited to, sexual harm, intimate partner violence, coercive control, stalking, image-based abuse, emotional or psychological abuse, and related conduct.

Gender-based violence remains a serious and persistent issue across the higher education sector in Australia. National studies including the *Change the Course* report (Australian Human Rights Commission, 2016) and the [National Student Safety Survey](#) (Social Research Centre, 2021) found concerning prevalence rates, with some groups experiencing disproportionately high harm. Women are disproportionately impacted, and risk is further elevated for LGBTQIA+ students, First Nations students, students with disability, culturally and racially marginalised students, and those living away from home for the first time.

The 2021 survey also showed that students living in university-owned or affiliated residential accommodation experience higher rates of sexual harassment and sexual assault compared with the wider university population. While residents make up a relatively small proportion of all university students, a disproportionately large number of incidents occur within residential settings.

This reality demands strong prevention and response systems. Residential life is uniquely intense. Friendships and relationships form quickly, social spaces are shared, alcohol is present, and power imbalances often exist between peers, leaders and staff. These factors do not cause harm by themselves, but can heighten risk when respectful norms are unclear or inconsistent. The upcoming 2026 [National Student Safety Survey](#) will offer further insight into student experiences and emerging trends.

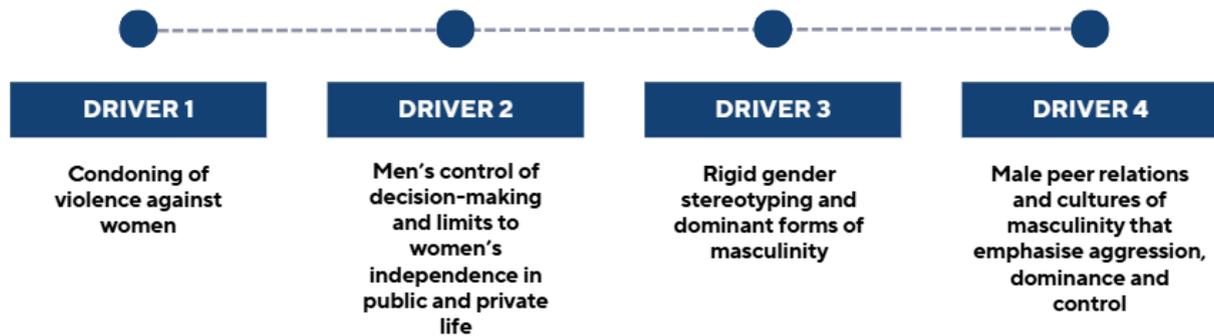
## Understanding the Drivers of Gender-Based Violence

This Whole-of-Organisation Prevention and Response Plan sets out how Mannix College meets its obligations under the National Higher Education Code to Prevent and Respond to Gender-Based Violence. It establishes a coordinated, College-wide framework for preventing harm, supporting those affected, and responding to concerns in a way that is clear, consistent, and accountable.

The Plan is informed by a Whole-of-Organisation assessment that considered the policies, practices, culture, and systems that shape how gender-based violence is prevented and addressed at Mannix College. This assessment identified key strengths, enabling factors, systemic risks, and areas for ongoing development. See Appendix 1.

Both the Plan and the assessment are grounded in an evidence-based understanding of the gendered drivers of violence, as articulated in [Change the Story](#), Australia's national framework for preventing violence against women, developed by Our Watch. These drivers also inform the [National Plan to End Violence Against Women and Children 2022–2032](#), which sets out a national approach to ending gender-based violence over a generation.

The drivers are:



The evidence is clear that gender inequality is the primary driver of gender-based violence. In a coeducational residential college context, this risk is heightened if unequal power dynamics, harmful gender norms or peer cultures go unchallenged in everyday interactions. The evidence also shows that other forms of inequality and discrimination, including racism, homophobia and transphobia, intersect with gender inequality and can compound both the likelihood and impact of harm.

Research further demonstrates that the risk of gender-based violence increases in environments where discriminatory attitudes are normalised and where alcohol is misused. In residential settings, these factors can interact with social rituals, peer influence and shared living arrangements, reinforcing risk if not actively mitigated. Mannix College's approach recognises these intersecting risks and responds through targeted prevention education, clear behavioural expectations, alcohol management strategies and trauma-informed support systems designed for a diverse, coeducational community.

Find out more at <https://www.ourwatch.org.au>.

# Mannix College

Mannix College is a Catholic, coeducational residential college affiliated with Monash University. Established in 1969, it provides accommodation for 315 residential students and up to 25 non-resident students, all enrolled at Monash University.

As an intentional academic community, Mannix fosters belonging, academic success and personal growth within a respectful and inclusive residential environment. College life is fully catered, with all residents living in private bedrooms and mostly sharing communal bathrooms. The campus is supported by electronic key access, CCTV and security systems, alongside 24/7 pastoral care and incident response.

## Our Governance

Mannix College derives its authority from the Catholic Archdiocese of Melbourne. The Archbishop of Melbourne appoints the College Council, which governs the College and sets its strategic direction.

The College Council is chaired by an Auxiliary Bishop of Melbourne and includes a senior representative of Monash University, acting as the Vice-Chancellor's representative, as well as the President of the Mannix College Student Society, ensuring a strong student voice. Alumni may be appointed where their skills and experience align with the Council's needs.

The Council oversees governance, risk, compliance and performance, and sets the policy framework for the College.

The Principal, supported by the Senior Management Team, leads the day-to-day operation of the College, implements Council strategy, and works to ensure a safe, respectful residential environment.

## Our Community

Mannix is home to a diverse group of students from across every state and territory of Australia, with around three-quarters relocating from regional, rural or remote communities. Around one in ten residents are international students, contributing global perspectives to College life.

The community includes students who are first in their family to attend university, alongside those with long-standing family connections. Around one in five students has had a sibling or family member previously live at Mannix. Some students are supported through means-tested Access Scholarships. Typically, 1–2 per cent of the community identify as Aboriginal and/or Torres Strait Islander, and around 20 per cent identify as neurodiverse.

As a coeducational college, Mannix aims for an overall gender-balanced community. The student population is approximately 55 per cent female, 43 per cent male, and 2 per cent non-binary or using another gender descriptor. Across the community, the average academic result sits at a distinction level, reflecting strong engagement with study alongside residential life.

## Our Commitment

Our commitment to safety reflects the goals of the [Mannix College 2024–2028 Strategic Plan](#), which places student wellbeing, cultural renewal and community standards at the centre of our mission. We take a whole-of-college approach that brings prevention, early intervention, education, safe response and accountability into everyday practice. This includes meeting our responsibilities as an affiliated residential provider within the Monash ecosystem and aligning with national standards for student accommodation.

Our efforts in this work are influenced by:

- [the National Plan to End Violence Against Women and Children](#)
- [Positive Duty obligations under the Sex Discrimination Act](#)
- [Victoria’s gender equality and violence prevention strategies](#)
- [the National Action Plan Addressing Gender-based Violence in Higher Education](#)
- [the National Higher Education Code to Prevent and Respond to Gender-Based Violence](#)
- University College’s Australia Safer College Communities Framework
- [Monash University’s Impact 2030](#)
- Monash University’s Strategic Commitment to Gender-Based Violence and Sexual Harm Prevention and Response 2024-2030

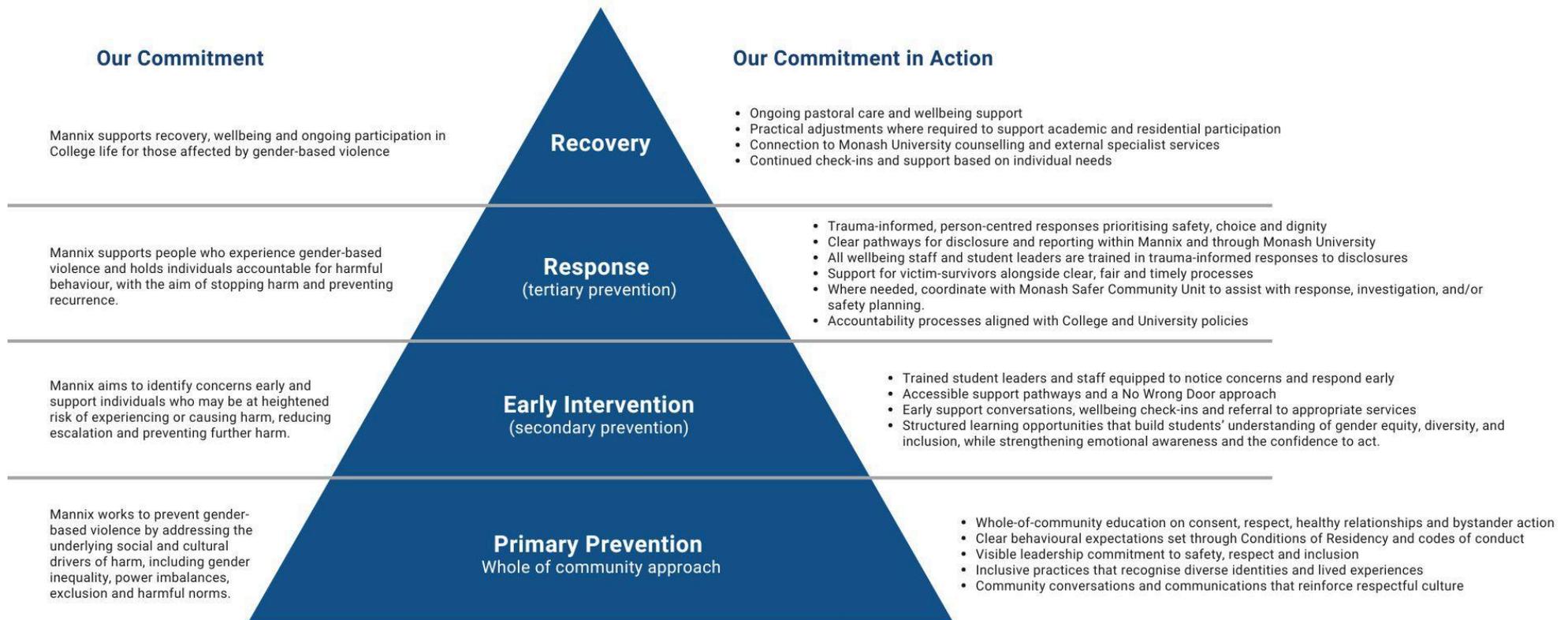
These frameworks set clear expectations for leadership, governance, education, reporting, environmental design and student support. They also reinforce that prevention is shared work that relies on consistent effort, clear systems and active contribution from every part of our community.

## Our Independent Review

In 2024, Mannix College and Monash University proactively commissioned their second independent review into the prevention of and response to sexual harm and gender-based violence in residential settings. Conducted by Nous Group, the review followed the first assessment in 2018 and reflects Mannix’s commitment to external scrutiny, continuous improvement and sector leadership. Mannix and Monash have already agreed to complete the next review in 2029 to maintain a regular, transparent five-year review cycle. [Read the summary report.](#)

## Our Approach

Mannix takes a whole-of-organisation approach to preventing and responding to gender-based violence. Our work spans the full continuum of **primary prevention, early intervention, response and recovery**, recognising that safety and wellbeing require coordinated action over time. For each stage of the continuum, Mannix has clear commitments and practical actions within the residential context, working in partnership with Monash University.



# The National Code

The National Higher Education Code to Prevent and Respond to Gender-Based Violence (National Code) is a binding national framework adopted by the Australian Government under the Higher Education Support Act. It applies to universities and affiliated student accommodation providers and takes effect from **1 January 2026**.

The Code was introduced in response to clear evidence of the prevalence and impact of gender-based violence in higher education, including sexual harassment and sexual assault. It addresses concerns that previous approaches were inconsistent and placed too much responsibility on individual students rather than institutions.

The purpose of the National Code is to require a **whole-of-organisation approach** to prevention, response, governance, and continuous improvement. It sets clear expectations that institutions must prevent harm, respond to disclosures in trauma-informed ways, ensure accountability, and use data and evaluation to drive improvement.

For residential colleges, Standard 7 recognises the distinct risks and responsibilities of student accommodation and sets specific expectations for safe environments, capable staff, clear reporting pathways, and strong partnerships with universities.

In short, the National Code exists to ensure student safety, dignity, and wellbeing are treated as core institutional responsibilities.

The Code comprises the following Standards:

- **Standard 1: Accountable leadership and governance** - Effective governance and a Whole-of-Organisation approach prioritises safety and support in the prevention of and response to Gender-based Violence.
- **Standard 2: Safe environments and systems** - Higher Education Providers' environments are safe and systems continuously improve to prevent and respond to Gender-based Violence.
- **Standard 3: Knowledge and capability** - Higher Education Providers build knowledge and capability to safely and effectively prevent and respond to Gender-based Violence.
- **Standard 4: Safety and support** - Responses and support services are safe and person-centred.
- **Standard 5: Safe processes** - All processes are safe and timely.
- **Standard 6: Data, evidence and impact** - Higher Education Providers use evidence to inform their approach, measure change and contribute to the national evidence base.
- **Standard 7: Safe Student Accommodation** - Student accommodation is safe for all students and staff

As an affiliated student accommodation provider at Monash University, Mannix College is required to have and publish a Whole-of-Organisation Prevention and Response Plan (the Plan).

# Our Whole-of-Organisation Plan

The Plan outlines how Mannix College prevents, identifies and responds to gender-based violence (GBV) within the student residential community. It operationalises the Code requirements across governance, training, environment, data, and student support functions.

It applies to:

- All residents, including residential and non-residential program participants
- All staff, live-in staff, student leaders, contractors & volunteers
- All residential spaces, events, online groups, communications and affiliated activities

Where new or emerging Code requirements involve complex legal, industrial or procedural considerations, Mannix College will take a deliberate approach of seeking specialist advice and working in partnership with Monash University to ensure solutions are robust, lawful and aligned. This includes the development of staff declaration processes and GBV-specific risk assessment tools, which are identified as priority actions in this Plan.

Mannix College has established a formal partnership with Our Watch to support review of this Plan and to deliver evidence-based training for staff, student leaders and members of College Council. Mannix also draws on Monash University's specialist expertise, particularly through Equity, Diversity and Inclusion (EDI) and the Safer Community Unit, to deliver training for residents and responders that is aligned with the National Code and contemporary best practice.

## Applicability and roles

**Provider under the Code:** Monash University is the "Provider" for the purposes of the National Higher Education Code to Prevent and Respond to Gender-based Violence.

**Affiliated Student Accommodation Provider:** Mannix College is a separately incorporated body governed by Mannix College Council Inc. Mannix is an Affiliated Student Accommodation Provider of Monash, not student accommodation directly owned, operated or controlled by the University.

## How responsibilities work in practice

### Monash University

- Holds the legal accountability for Code compliance across Standards 1 - 7.
- Must ensure that Affiliated Student Accommodation Providers, including Mannix, are subject to legally binding arrangements that reflect Standard 7 provisions.
- Have arrangements in place with Affiliated Student Accommodation Providers to ensure they are compliant with relevant Standard 7 provisions.
- Is responsible for reporting to the Secretary, including the required sector-wide data under Standard 6, and the list of owned, controlled and affiliated accommodation under Standard 7.

## Mannix College

- Operates as an **Affiliated Student Accommodation Provider** with its own Council, governance framework, policies, financial systems and HR processes.
- Is not the “Provider” under the Code but has designed this **Whole-of-Organisation Prevention & Response Plan** so that:
  - Mannix’s policies, training, systems and data are **substantively aligned** with the Code requirements, and
  - Monash can **rely on Mannix’s plan, systems and evidence** to demonstrate compliance in relation to Mannix accommodation.
- Implements Standards 1–6 within the residential context, and Standard 7 through its own policies, operational practices and the Affiliation Agreement with Monash.

## Operational Implementation Model

- **Council** – Oversight and accountability
- **Principal** – Plan owner
- **Dean of Students** – Plan implementation lead
- **Supports and delivery teams:** student leaders, staff, operations, communications
- **Core work:** training, response, education, reporting, safety systems

## Monitoring & Review Schedule

Frequency	Mechanism	Output	Owner
Every semester	Council monitoring report	Written safety/GBV update	Principal supported by Dean
Annually	Full data review + training evaluation	Mannix College Safety, Respect and Gender-Based Violence Review	Principal supported by Dean
Ongoing	Pulse checks, trend monitoring	Adjustments to training, resources, communications etc...	Dean supported by Principal
Every 4 years	Formal review & consultation	Updated Whole-of-Org Plan	Dean supported by Principal

## Foundations

This Plan is underpinned by two evidence sources:

1. **Whole-of-Organisation Assessment:** A structured assessment of Mannix College’s strengths, risks, enablers and priority actions (Appendix A). This assessment was reviewed

with the 2026 student leadership team, with feedback gathered from 35 student leaders during a 90-minute facilitated workshop in November 2025.

2. **2024 Independent Review:** Independent external evidence and recommendations to strengthen prevention and response (summary in Appendix B).

Together they provide a clear baseline, guide priorities and ensure alignment with the National Code and the Mannix 2024–2028 Strategic Plan.

## Consultation and Engagement

The development of this Plan has been informed by consultation and engagement over the past 12 months with Council, residents, staff, student leaders, alumni and external specialists.

Engagement has included:

- resident surveys, workshop with student leaders and targeted conversations
- input from the Mannix Respect Advisory Committee
- guidance from the Mannix Indigenous Advisory Committee
- trauma-informed consultation with residents with lived experience of gender-based violence
- ongoing collaboration with Monash University's Safer Community Unit, Security, and Equity, Diversity and Inclusion teams

This approach has ensured the Plan is informed by lived experience, sector best practice and the realities of residential life at Mannix.

A draft of this Plan was independently reviewed by the [Our Watch Institute](#).

## Review and Reporting Cycle

Mannix College intends to operate a single, integrated annual Safety, Respect and Gender-Based Violence Review. This review consolidates:

- incident and disclosure trend analysis
- training participation and impact evaluation
- resident and staff survey insights
- feedback from student leaders and advisory groups
- progress against priority actions in this Plan

Findings shall inform updates to training, communications, policy and environmental controls and are reported to College Council annually, with summary outcomes published for the community.

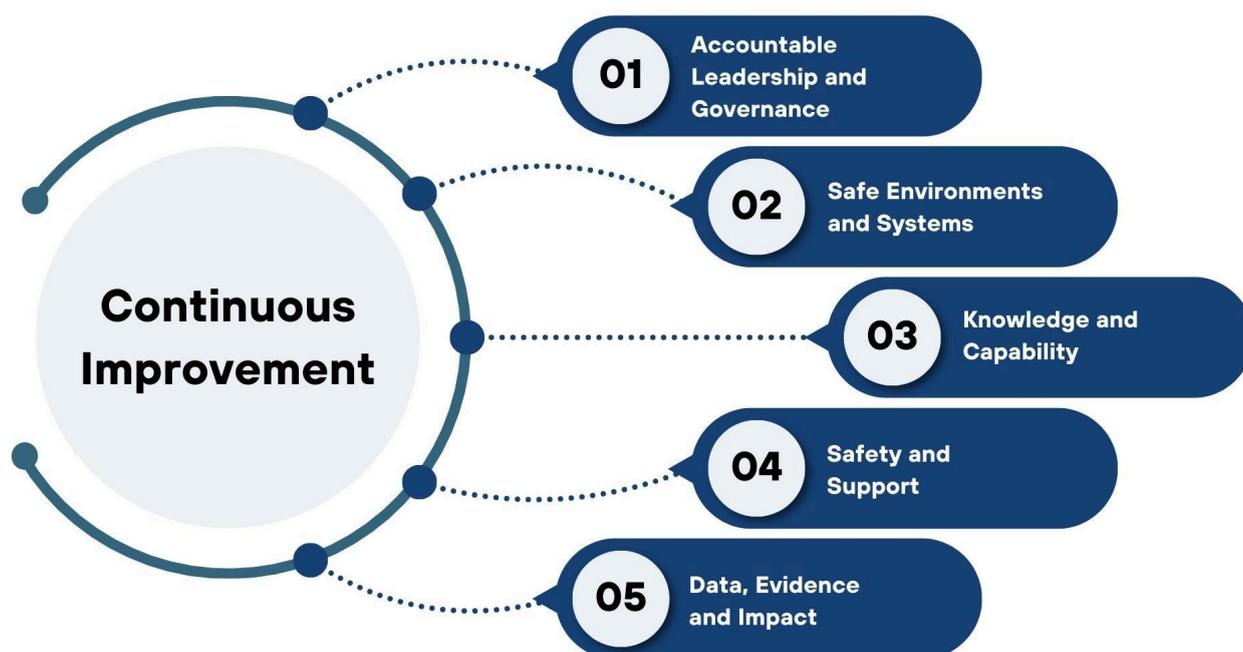
## Plan Structure

This Plan intends to use clear, accessible language throughout. Where helpful, technical or legal language from the National Higher Education Code has been summarised or simplified so its meaning is easy to understand.

The aim is to ensure that students, staff, and all members of the Mannix community can clearly understand the Code, why it matters, and how it applies in everyday residential life at Mannix College.

Standard 7 of the Code focuses specifically on safe student accommodation, but it also links closely to the other six Standards. To help readers see the whole picture, this Plan summarises how Mannix meets Standards 1–6, which cover governance, prevention, response and evaluation across the organisation.

Standard 7 is presented in more detail through five clear focus areas. This approach supports a careful and comprehensive response to the student accommodation requirements of the Code, while showing how these obligations connect to the broader standards that apply across the organisation. The focus areas are underpinned by a commitment to continuous improvement, recognising that Mannix is a dynamic residential community that evolves each year with new cohorts of students and student leaders.



The focus areas do not introduce new obligations. They provide a plain-language framework for explaining how Mannix meets the student accommodation requirements of the National Code in practice.

Using this structure helps to:

- present complex requirements in an accessible way
- show how prevention, response and improvement work together

- link residential actions to governance, training, support and data

This approach supports transparency, accessibility and effective implementation, while maintaining full alignment with the National Higher Education Code.

## **Our Commitment**

This Whole-of-Organisation Plan provides a clear, trauma-informed strategy for preventing and responding to GBV. It strengthens our partnership with Monash University and outlines how we meet the National Code. Most importantly, it is a living document. Implementation will evolve as data, experience and practice mature.

We will continue listening, learning and acting with care so every resident feels safe, respected and supported.

## **Standard 1: Accountable leadership and governance**

### **Summary**

Mannix takes a whole-of-organisation approach to leadership and governance that prioritises safety, accountability and continuous improvement in the prevention of and response to gender-based violence.

### **What we do**

The College Council provides oversight of safety, culture and compliance. The Principal is the Plan Owner and accountable lead. The Dean of Students is the operational GBV Officer responsible for implementation, case coordination and reporting.

Delivery of this Plan is embedded within core leadership, pastoral and professional roles to support sustainability. Specialist external expertise is engaged where required, including for training design, independent review and evaluation. Resourcing and capability are reviewed annually through the consolidated Safety and Respect Review.

### **Outcomes focus**

Leadership accountability is clear, resourcing remains appropriate over time, and governance arrangements support ongoing learning and improvement. The Plan is reviewed annually and formally refreshed every four years, informed by data, evidence and community feedback.

## **Standard 2: Safe environments and systems**

### **Summary**

Mannix maintains safe physical, social and online environments, supported by systems that continuously improve to prevent and respond to gender-based violence.

### **What we do**

Mannix maintains environments and systems that support safety, dignity and respect, including:

- clear behavioural expectations through Conditions of Residency and staff codes
- visible and accessible reporting pathways
- environmental safety measures
- alignment between student and staff policies
- prohibition of non-disclosure agreements unless requested by a discloser
- clear event safety and risk management requirements, with planning and delivery overseen by the Dean of Students
- responsible alcohol management at events, including professional service only and no resident-to-resident service

Prevention is embedded in policy through expectations of respect, equity, inclusion and ethical bystander action.

### **Outcomes focus**

Residential environments and systems are safe, consistent and accessible, with clear expectations and pathways that reduce risk and support early intervention.

### **Standard 3: Knowledge and capability**

Mannix builds the knowledge and capability of its community to prevent harm, respond appropriately and contribute to a respectful residential culture.

#### **What we do**

Mannix delivers ongoing, scaffolded prevention education for residents, student leaders, staff and governance members. Education addresses:

- what constitutes gender-based violence
- key drivers and contributing factors
- healthy relationships and consent
- digital environments
- power dynamics
- ethical bystander action
- available supports and reporting pathways

Training is trauma-informed, evidence-based, culturally appropriate and accessible.

#### **Outcomes focus**

Education builds shared understanding, confidence to act and awareness of support. All training is designed to be inclusive by default, recognising overlapping identities and lived experiences rather than relying on siloed programs.

## **Standard 4: Safety and support**

### **Summary**

Mannix provides trauma-informed, person-centred support to those affected by gender-based violence.

### **What we do**

Responses to disclosures and reports prioritise safety, choice and dignity. Support includes:

- trauma-informed pastoral care
- academic and practical adjustments where required
- coordination with Monash University support services
- respect for confidentiality and personal agency

### **Outcomes focus**

People who seek support are treated with care, dignity and respect, and are connected to appropriate services in ways that prioritise their safety and wellbeing.

## **Standard 5: Safe processes**

### **Summary**

Mannix maintains fair, transparent and trauma-informed processes for managing disclosures, reports and behavioural concerns.

### **What we do**

Processes are:

- person-centred and trauma-informed
- proportionate to risk
- aligned with Monash University pathways
- regularly reviewed for consistency and fairness

### **Outcomes focus**

Concerns are managed consistently and lawfully, balancing support, accountability and procedural fairness

## Standard 6: Data, evidence and impact

### Summary

Mannix uses de-identified data and evidence to monitor effectiveness, understand risk and drive continuous improvement.

### What we do

Based on earlier work, Mannix will now operate a single annual **Safety, Respect and Gender-Based Violence Review** for College Council that consolidates:

- incident and disclosure trend analysis
- training participation and impact
- survey data on safety, knowledge and confidence
- feedback from student leaders and advisory groups

### Outcomes focus

Indicators track:

- knowledge and understanding of gender-based violence and its drivers
- confidence to act and seek support
- awareness of reporting pathways
- perceptions of safety and belonging

Findings inform continuous improvement and are reported to the College Council annually.

## **Standard 7: Safe Student Accommodation**

### **Summary**

Mannix shall meet the student accommodation requirements of the National Higher Education Code by embedding prevention, safety, support and accountability across all aspects of residential life. As an Affiliated Student Accommodation Provider, Mannix applies a whole-of-residence approach that reflects the unique risks, relationships and responsibilities of a residential college.

### **What we do**

Mannix operates a co-educational residential community with shared living, social and online environments. We recognise that residential settings involve close peer relationships, student leadership structures, power dynamics and higher exposure to risk.

To address this, Mannix:

- sets clear expectations for behaviour in residence through Conditions of Residency and codes of conduct of student leaders and staff
- maintains visible, accessible reporting and support pathways within accommodation
- ensures staff and student leaders in residence are trained to prevent harm, respond early and support disclosures
- designs residential events, spaces and activities with safety and inclusion in mind
- works closely with Monash University to align reporting, response, investigation and safety planning pathways

Standard 7 is implemented through Mannix's governance arrangements, policies and day-to-day practices, together with the Affiliation Agreement and protocols with Monash University. To support clarity and accessibility, Standard 7 is presented using five focus areas that explain how prevention, response and accountability operate in a residential setting. Each focus area aligns directly with the relevant requirements of Standard 7 in the National Higher Education Code.

### **Outcomes focus**

Residential life at Mannix supports safety, dignity and respect. Students know what behaviour is expected, how to seek help, and who is responsible for responding. Residential systems reduce risk, enable early intervention, and ensure consistent, trauma-informed support and accountability.

## Focus Area 1. Accountable Leadership and Governance

Code Ref	Requirement Summary	Key Actions	Evidence – what Mannix does, and where this is evidenced	Responsible
7.2(a)	The student accommodation provider must prepare, implement and publish a Whole-of-Organisation Prevention and Response Plan that applies to student accommodation and documents governance arrangements, prevention strategies, response pathways, risk identification, monitoring and review.	<ul style="list-style-type: none"> <li>• Finalise and publish the Plan.</li> <li>• Maintain alignment with Monash University and sector standards.</li> </ul>	<p><b>What Mannix does now:</b> Mannix has completed a detailed Whole-of-Organisation Assessment, synthesising evidence from governance records, internal policies, surveys, incident data, independent reviews and consultation with residents and student leaders, in line with the National Code. The Assessment identifies key enablers, systemic risks and priority actions specific to the residential environment. The Whole-of-Organisation Prevention and Response Plan has been published on the College website and is directly informed by this Assessment. It is framed by the gendered drivers of violence outlined in Change the Story and was developed by senior staff with expert input from Our Watch and consultation with Monash University. Formal endorsement of the Plan is scheduled for the next meeting of Mannix College Council in early 2026. Publication occurred ahead of endorsement due to the late release of Commonwealth guidance after student examinations and the final Council meeting for the year.</p> <p><b>Where the evidence is found:</b> Whole-of-Organisation Assessment (Executive Summary; Leadership, Systems and Culture sections); Prevention and Response Plan (published on Mannix College website); Nous Group Independent Review 2024; Mannix Strategic Plan 2024–2028; College Council papers and minutes (governance oversight and endorsement, early 2026).</p>	Principal

7.2(b)	Governing bodies must provide active oversight of prevention and response to gender-based violence in student accommodation, including accountability for implementation, monitoring, evaluation and continuous improvement.	<ul style="list-style-type: none"> <li>• Maintain GBV as a standing governance responsibility.</li> <li>• Continue Council engagement and capability development.</li> </ul>	<p><b>What Mannix does now:</b> College Council treats student safety and GBV prevention as a core organisational risk. Council has commissioned three independent reviews (2018, 2022, 2024), received reports on culture, and receives anonymised incident summaries for serious incidents that result in investigations, as well as trend analysis as required. Council includes senior Monash representation and student leadership representation, strengthening alignment and accountability. Mannix has entered a formal partnership with Our Watch to build Council and executive capability in prevention and response.</p> <p><b>Where the evidence is found:</b> College Council agendas and minutes; Independent Review reports and implementation trackers; anonymised Council incident reports; Our Watch engagement agreement and training records; Whole-of-Organisation Assessment (Governance section); and Nous Group Independent Review 2024.</p>	Principal
7.3	The provider must review and update the Whole-of-Organisation Plan at least every four years and use monitoring and evaluation to inform continuous improvement.	<ul style="list-style-type: none"> <li>• Establish a documented four-year review cycle.</li> <li>• Formalise annual reporting.</li> </ul>	<p><b>What Mannix does now:</b> Mannix undertakes continuous monitoring through annual resident surveys, early-semester pulse surveys, structured student leader reporting, incident trend analysis and periodic independent review. The College established the Respect at Mannix Advisory Committee in 2023, comprising students and staff, to provide oversight and advice on prevention and response, and on matters relating to diversity, equity and inclusion. Findings from these processes have led directly to changes in Welcome Week design, training content, alcohol management practices and the clarity of reporting pathways. The Whole-of-Organisation Assessment documents this history and identifies the need to formalise the review cycle as part of ongoing continuous improvement.</p> <p><b>Where the evidence is found:</b> Whole-of-Organisation Assessment (Monitoring and Improvement); Arrive &amp; Thrive Survey reports 2024–2025; End-of-Year Resident Surveys 2022–2025; Nous Review 2024; Council papers documenting review outcomes.</p>	Principal

### **Additional actions from our Whole-of-Organisation Assessment**

1. **Embed GBV prevention and response into governance oversight:** Establish GBV prevention and response as a standing agenda item for College Council and Senior Management Team meetings, supported by progress indicators, emerging risks and trend analysis.
2. **Formalise the Safety, Respect and Gender-Based Violence Review:** For College Council, produce an annual report tracking cultural indicators, training participation, incident themes, advisory committee advice and actions taken, to strengthen transparency and accountability.
3. **Formalise GBV governance capability:** Implement training and competency expectations for College Council and senior staff, supported by the Our Watch Institute.
4. **Establish structural succession planning:** Document processes to support continuity of GBV expertise within College Council, the Principal role and the Dean role.
5. **Strengthen incident review and assurance mechanisms:** Consider introducing periodic third-party reviews of selected, anonymised incidents to validate fairness, consistency and trauma-informed practice.
6. **Reinforce the student leadership partnership:** Strengthen the trusting, mutually accountable relationship between executive staff and student leaders through clearer expectations, shared reflection points and joint training, recognising student leaders' critical role in shaping culture and reporting confidence.
7. **Enhance the Respect at Mannix Advisory Committee's role:** Continue to support the Committee as a formal mechanism for student–staff oversight and advice on prevention, response, diversity, equity and inclusion, with clearer reporting into governance structures.

## Focus Area 2. Safe Environments and Systems

Code Ref	Requirement Summary	Key Actions	Evidence – what Mannix does, and where this is evidenced	Responsible
7.4(a)(i–iii)	The provider must assess and manage the risk of staff or student leaders perpetrating gender-based violence through recruitment, appointment, supervision and ongoing management processes.	<ul style="list-style-type: none"> <li>• Seek expert advice to introduce a GBV-specific declaration (see draft in Appendix C)</li> <li>• Formalise risk assessment documentation.</li> </ul>	<p><b>What Mannix does now:</b> Mannix applies robust recruitment and appointment controls for all staff and student leaders, including Working With Children Checks, referee checks and mandatory Codes of Conduct. Student leaders are selected through a competitive process and closely supervised by senior staff. Risk concerns are escalated to the Principal and managed through documented decision-making. The Assessment identifies the absence of a GBV-specific declaration as a known gap and commits to addressing it with expert advice.</p> <p><b>Where the evidence is found:</b> Whole-of-Organisation Assessment (Systems and Risk); HR onboarding records; Working With Children Check register; Staff Code of Conduct; Student Leader Code of Conduct; supervision and appointment records.</p>	Principal
7.4(a)(iv–v)	The provider must identify, declare and manage intimate personal relationships where power imbalances exist and mitigate associated risks to student safety.	<ul style="list-style-type: none"> <li>• Develop a formal declaration and management template (see Appendix C)</li> </ul>	<p><b>What Mannix does now:</b> Professional boundaries are clearly articulated in Staff and Student Leader Codes of Conduct. Senior staff actively manage boundary risks through supervision, role clarity and case-by-case intervention. The Assessment identifies that while this is managed in practice, formal documentation and templates would strengthen consistency and transparency.</p> <p><b>Where the evidence is found:</b> Whole-of-Organisation Assessment; Staff Code of Conduct; Student Leader Code of Conduct; supervision notes and senior staff case records.</p>	Dean
7.4(b)	The provider must not use non-disclosure agreements or non-disparagement clauses to prevent or discourage disclosures of gender-based violence, except at the request of a victim-survivor and without limiting access to support or reporting.	<ul style="list-style-type: none"> <li>• Explicitly codify this prohibition in guidance materials.</li> </ul>	<p><b>What Mannix does now:</b> Mannix does not use NDAs or non-disparagement clauses in GBV matters. Response practice prioritises survivor choice, access to support and transparency. This position is documented in the Whole-of-Organisation Assessment and reflected in response protocols.</p> <p><b>Where the evidence is found:</b> Whole-of-Organisation Assessment;</p>	Principal

			Sexual Harm and Discrimination Policy; Conditions of Residency; Critical Incident Management Protocols.	
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**Additional actions from our Whole-of-Organisation Assessment**

1. **Develop and formalise digital conduct governance:** Embed clearer expectations regarding group chats, online respect, digital consent, image-based harm and reporting options into the Conditions of Residency and relevant handbooks.
2. **Strengthen consistency across floors and microcultures:** Enhance structured RA reporting of wellbeing observations, behavioural trends and emerging cultural patterns to support early identification of environmental risk.
3. **Clarify relocation and interim measure principles:** Refine guidance so that interim measures prioritise safety, clarity and fairness, and do not disadvantage victim-survivors.
4. **Integrate GBV-informed design into future planning:** Ensure refurbishment and master planning incorporate Crime Prevention Through Environmental Design (CPTED) principles, including visibility, lighting and natural surveillance.
5. **Maintain and strengthen alcohol and anti-hazing controls:** Continue to review and refine alcohol management and anti-hazing education, supervision and enforcement in line with best practice.

### Focus Area 3. Knowledge and Capability

Code Ref	Requirement Summary	Key Actions	Evidence – what Mannix does, and where this is evidenced	Responsible
7.5(a–c)	The provider must ensure ongoing, evidence-based education and training for residents, student leaders, staff and governance that addresses the drivers of gender-based violence and builds capability to prevent and respond effectively.	<ul style="list-style-type: none"> <li>• Continue evidence-based primary prevention programs.</li> <li>• Strengthen evaluation of training effectiveness.</li> </ul>	<p><b>What Mannix does now:</b> All residents complete mandatory prevention education during Welcome Week, delivered with Monash EDI and Respect at Monash. Student leaders undertake extensive pre-service training and refresher sessions. Staff and Council receive specialist training through a formal partnership with Our Watch. Mannix also delivers evidence-based primary prevention programs, including Flip the Script (EAAA) and the Masculinities Project, with evaluation identified as the next step.</p> <p><b>Where the evidence is found:</b> Whole-of-Organisation Assessment (Training and Capability); Welcome Week programs; Monash EDI training records; RA and student leader training manuals; Our Watch workshop materials and attendance records; Flip the Script and Masculinities Project materials.</p>	Dean
7.6	Risk assessments relating to gender-based violence must be undertaken by appropriately trained personnel or with access to specialist expertise.	<ul style="list-style-type: none"> <li>• Co-develop a risk assessment template with input from Monash University.</li> <li>• Ensure that risk assessments following disclosures and formal reports are undertaken only by staff with appropriate training and experience</li> <li>• Engage external subject-matter experts where required to support complex risk assessments, training</li> </ul>	<p><b>What Mannix does now:</b> Risk assessments are undertaken by the Principal and Dean, both trained in trauma-informed practice, with consultation from Monash Safer Community Unit where required. This includes safety planning, interim measures and escalation decisions. The Assessment identifies the opportunity to formalise shared tools and templates with Monash.</p> <p><b>Where the evidence is found:</b> Whole-of-Organisation Assessment; Critical Incident Manual; SCU consultation records; staff training certificates.</p>	Dean

		and case advice. • Provide ongoing professional development, supervision and support for staff undertaking risk assessment functions.		
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### Additional actions from our Whole-of-Organisation Assessment

1. **Deepen and diversify GBV and respect education:** Explore options to expand the prevention curriculum with tailored breakout sessions, including men’s and women’s programs, international student onboarding and neuro-inclusive options, ensuring an intersectional approach throughout.
2. **Enhance onboarding through scenario-based learning:** Integrate practical examples addressing respectful behaviour, alcohol expectations, digital boundaries and bystander intervention pathways.
3. **Create a year-round learning framework:** Develop a sequenced calendar combining Welcome Week education, micro-learning moments, student-leader-led conversations, Monash workshops and periodic refreshers.
4. **Strengthen student leadership development pathways:** Expand training on consent culture, allyship, gender equality, shared responsibility and active bystander practice.
5. **Formalise reflective practice for student leaders:** Establish regular reflective sessions for RAs and other leaders to analyse scenarios, build confidence and strengthen trauma-informed responses.
6. **Strengthen policy literacy across the College:** Deliver refresher training for RAs, MCSS leaders and relevant staff, using scenario-based practice to maintain confidence and consistency throughout the year.

## Focus Area 4. Safety and Support

Code Ref	Requirement Summary	Key Actions	Evidence – what Mannix does, and where this is evidenced	Responsible
7.7(a)	The provider must ensure responses and support are trauma-informed, person-centred, accessible and clearly communicated, with multiple entry points for disclosure and reporting.	<ul style="list-style-type: none"> <li>• Brand and formally articulate the existing No Wrong Door approach.</li> <li>• Improve student-facing explanations of options and pathways.</li> </ul>	<p><b>What Mannix does now:</b> Mannix has long applied a No Wrong Door approach in practice. Residents can disclose concerns to any trusted staff member or student leader, including RAs, the Dean or the Principal. Disclosures are taken seriously and managed with care. Strong resident trust in staff and leaders is consistently evidenced in surveys and independent reviews. The Assessment recommends formalising and clearly naming this approach to improve shared understanding.</p> <p><b>Where the evidence is found:</b> Whole-of-Organisation Assessment (Service Delivery); Critical Incident Manual; Resident Handbook; Conditions of Residency; RA role descriptions; training materials; Nous Group Independent Review 2024 and resident survey results</p>	Dean
7.7(b–e)	The provider must ensure timely access to internal and external support, coordination with the higher education provider, survivor choice in reporting pathways, ongoing risk assessment, and clear communication about what happens after disclosure or report.	<ul style="list-style-type: none"> <li>• Develop clearer pathway guides.</li> <li>• Strengthen documented coordination with Monash SCU.</li> </ul>	<p><b>What Mannix does now:</b> Mannix provides access to internal pastoral care and external support, including Monash Safer Community Unit, Counselling, Health Services and specialist services. Survivor choice regarding escalation is respected unless safety requires otherwise. Coordination with Monash is embedded in practice and documented in the Assessment.</p> <p><b>Where the evidence is found:</b> Whole-of-Organisation Assessment; Support Services Guide; SCU correspondence and protocols; case management records; student-facing communications ; Nous Group Independent Review 2024 and resident survey results</p>	Dean

### Additional actions from our Whole-of-Organisation Assessment

1. **Formalise and promote the “No Wrong Door” approach:** Clearly articulate and brand Mannix’s commitment that any disclosure will be met with supportive listening, warm referral and coordinated follow-up, regardless of entry point.

2. **Introduce a victim-survivor safety checklist:** Develop a simple trauma-informed checklist for senior staff to guide decision-making in GBV matters, particularly around interim measures and communication.
3. **Clarify and visualise support and reporting pathways:** Develop plain-language, tiered guides explaining when and how to engage RAs, Mannix staff, SCU, Counselling, Security or emergency services, supported by posters, diagrams and QR codes.
4. **Increase visibility of help-seeking options:** Install consistent, trauma-informed “Where to get help now” information in key physical and digital locations, including corridors, bathrooms, kitchens and lifts with oversight by the Dean to ensure quality and suitability.
5. **Strengthen first-contact response capability:** Deliver regular scenario-based training for staff and student leaders on trauma-informed practice, coercive control, digital harm and cultural safety.
6. **Increase visibility of responder roles:** Strengthen clear resident-facing materials showing who trained responders are, how confidentiality is managed and what support looks like in practice.

## Focus Area 5. Data, Evidence and Impact

Code Ref	Requirement Summary	Key Actions	Evidence – what Mannix does, and where this is evidenced	Responsible
7.8	The provider must collect, manage, de-identify and share data relating to gender-based violence in student accommodation to support monitoring, evaluation, continuous improvement and reporting by the higher education provider.	<ul style="list-style-type: none"> <li>• Strengthen data collection, recording and reporting systems</li> <li>• Report relevant data and trend analysis to College Council</li> <li>• Share de-identified data with Monash where required, in accordance with agreed protocols and National Code obligations.</li> </ul>	<p><b>What we do:</b> Mannix collects incident, survey and wellbeing data, de-identifies information for governance reporting, and analyses trends to inform prevention and response. The Whole-of-Organisation Assessment synthesises these datasets and identifies next steps for structured reporting alignment with Monash.</p> <p><b>Where the evidence is found:</b> Whole-of-Organisation Assessment (Data &amp; Impact); StarRez data; anonymised Council reports; incident registers; Nous Group Independent Review 2024 and resident survey results</p>	Dean

### Additional actions from our Whole-of-Organisation Assessment

1. **Strengthen structured culture and wellbeing monitoring:** Introduce a digital dashboard for RA pulse checks and reporting of emerging issues, low-level patterns and observations for early thematic analysis.
2. **Refine case management and trend monitoring:** Improve internal registers to support secure record-keeping, better trend identification and annual National Code evaluation requirements.
3. **Strengthen low-threshold reporting and pattern detection:** Improve communication about pattern reporting to surface repeated low-level behaviours and emerging risks earlier.
4. **Use resident survey data more actively:** Leverage survey insights to inform community messaging.
5. **Increase transparency and feedback loops:** Clearly explain in key resources what happens after a disclosure or report, who is involved, how privacy is protected and how insights inform change.

## Our Outcomes Framework

Success under this Plan is not measured by compliance alone. At Mannix College, success means that:

- students know where to go for help, feel safe to speak up, and trust that they will be listened to and supported with care
- concerns and patterns of harm are identified early, before they escalate, and addressed consistently
- leadership accountability for safety and respect is visible, routine and embedded in everyday governance and decision-making
- staff and student leaders are confident, capable and supported to respond in trauma-informed ways
- residential culture strengthens year on year, with respect, inclusion and shared responsibility evident in daily life

The indicators and measures in this Outcomes Framework track progress toward these human outcomes and ensure that safety, dignity and wellbeing remain central to residential life at Mannix College. In line with the Code, progress against this Framework will be reported to Mannix College Council every six months.

Outcome	Sub-outcomes	Indicators	Measures (Impact/Progress)
Effective governance and whole-of-organisation approach	Leadership maintains visible commitment to GBV prevention	GBV appears as standing item in Council/Exec agendas	6-monthly Council updates completed; Annual Accountability Statement published
	Governance roles & accountability defined and understood	Responsibility map in policies and PDs	PD & policy responsibility review annually confirmed
	Leadership transparency builds trust	Residents show confidence in reporting pathways	Uplift in the percentage of residents who know where to report
Safe environments & systems	Reporting pathways visible across campus and online	QR posters and webpage active	Poster audit result; webpage traffic analytics
	Policies student-friendly and accessible	Plain English versions exist + visible links	A 'student-friendly' check is part of policy reviews
	Safety risks systematically identified and improved	Crime Prevention Through Environmental Design (CPTED)/lighting/environmental audits occur annually	Items tracked and remediated via risk action log
Knowledge & capability	Staff and student leaders trained and capable in	Annual completion tracked	100 percent completion compliance for frontline

	trauma-informed response		roles
	All residents trained in consent, respect & reporting pathways	Mandatory induction & micro-refreshers delivered	Attendance rates & post-training confidence uplift
	Training inclusive for diverse cohorts	Intersectionality is foundational to all content and its delivery	Feedback from under-represented groups captured
Safe, person-centred support	Disclosures responded to safely and respectfully	No Wrong Door model functioning	Uplift in positive experiences of residents
	Victim-survivors maintain agency and choice	Support pack issued and options explained	Uplift in positive experiences of residents
	Respondents receive fair, transparent process	Respondent guidance issued when relevant	Uplift in positive experiences of residents
Timely response to GBV	Risk assessment completed for every disclosure	Assessment recorded within 48 hours	Compliance % within timeframe
	Safety actions applied quickly for student safety	Relocation/no-contact restrictions documented	Safety control outcomes visible in case record
	Cases tracked to closure with documentation	Closure forms completed	Case closure duration metric tracked
Evidence-driven improvement	Data used to improve prevention, culture & support	Dashboard reviewed & Council briefed	Trends influence training/policy revisions
	Student voice integrated into monitoring & decisions	Consultation logs, student insights, forum feedback	Changes recorded from student recommendations
	Annual improvement cycle maintained	Internal audit & evaluation completed yearly	Review documents stored + action list tracked
Safe student accommodation	Residents & staff feel safe socially & physically	Safety questions in surveys/Arrive & Thrive	Uplift in the percentage of residents who report feeling safe at Mannix
	Culture supports respect, belonging & shared responsibility	Visible leadership/RA role-modelling	Reduced recurrence of low-level harm incidents
	Accommodation safety continuously improves	Risk/environment checks + event safety reviews	Improvements rolled into community support services and events

# Appendix A - 2024 Independent Review: Recommendations & Progress Tracker

## 2024 Independent Review of Prevention of and Response to Sexual Harm and Gender-Based Violence Recommendations & Progress As of December 3, 2025

*Implementation note: With a new cohort joining us each year, this work is ongoing. We will keep strengthening and embedding the actions above so they remain part of everyday life at Mannix.*

#	Domain	Recommendations	Due	Responsible	Status
1	Monitoring and reporting	Mannix College should further strengthen its partnership with Monash University by establishing a rolling review process every five years.	July 2025	Principal	Completed
2	Monitoring and reporting	Mannix should reinforce to student leaders the importance of reporting incidents, doing so in a timely manner and the option of de-identified reporting.	March 2025	Dean	Completed
3	Monitoring and reporting	Mannix should reinforce the safe, confidential, supportive and potentially de-identified nature of disclosure to residents, including its benefits to reporting and individual and collective safety.	January 2025	Dean	Completed
4	Monitoring and reporting	Monash and Mannix should review data-sharing policies and procedures to explore opportunities to align monitoring and reporting.	2026	Principal	In progress
5	Training and awareness	In collaboration with the EDI team, Mannix should strengthen training for student leaders and Mannix staff to support priority populations at higher risk of sexual harm and gender-based violence.	Ongoing	Dean	In progress
6	Training and awareness	Mannix should build greater awareness of and willingness to use the SCU among all residents and collaborate with the SCU to expand its partnership.	June 2025	Dean	Completed
7	Training and awareness	In collaboration with the EDI team, Mannix should consider opportunities to enhance mandatory online training to make it more engaging for residents.	2026	Dean Principal	In progress
8	Training and awareness	Mannix should ensure that mandatory training delivered to residents provides information on: <ul style="list-style-type: none"> <li>- Toxic masculinity as a driver of sexual harm and gender-based violence</li> <li>- The negative consequences of gossip</li> <li>- The consequences of the negative attitudes held among men, heterosexual and international student residents</li> <li>- The risk involved in off-site events and activities and how to negotiate off-site city safety.</li> </ul>	2026	Dean	In progress

## Appendix B - Declaration Form Template Draft

In order to meet its obligations under the *National Higher Education Code to Prevent and Respond to Gender-based Violence* (National Code), Mannix College requires current and prospective employees to complete the declaration below.

For the purposes of this declaration, *gender-based violence* is defined in the National Code as: “any form of physical or non-physical violence, harassment, abuse or threats, based on gender, that results in, or is likely to result in, harm, coercion, control, fear, or deprivation of liberty or autonomy.”

### Declaration Questions

**1. Have you ever been investigated for an allegation of gender-based violence, or determined to have engaged in conduct that constitutes gender-based violence, during the course of your previous employment or through a legal or regulatory process?**

- Yes
- No

**2. Are you currently, or have you previously been, in a close personal or romantic relationship with another Mannix College employee where one of you supervises, manages, or makes decisions that affect the other’s employment?**

- Yes
- No

**3. Are you currently, or have you previously been, in a close personal or romantic relationship with a current Mannix College resident over whom you have, or could reasonably be perceived to have, academic, residential, pastoral or other decision-making authority?**

- Yes
- No

### Declaration Details

**Name:** [Text field]

**Date:** [Date field]

**Signature:** [Signature field]

## Appendix C - Preventing & Responding to GBV Training Curriculum

This curriculum targets known drivers of gender-based violence in residential settings, including power imbalances, harmful gender norms, alcohol risk, social exclusion and gaps in understanding around consent, boundaries and reporting. Education is delivered progressively across the student lifecycle, student leaders and staff roles.

It includes workshops, programs and modules that support both prevention and response, grounded in an intersectional approach. Training is delivered by experienced external facilitators, Monash specialists and trained College staff.

Prevention is reinforced through everyday residential culture, leadership practice and clear communication, embedding safety into daily College life.

Program / Activity	Type	Provider	Learning Intentions	New Residents	Returning Residents	Student Leaders	Student Life Staff	All Staff	College Council
Understanding the National Code	Program / Workshops	Mannix College	Build shared understanding of rights, responsibilities and accountability under the National Code	Compulsory	Compulsory	Compulsory	Compulsory	Compulsory	Compulsory
Educating for Equality	Program / Workshops	Our Watch	Address primary drivers of gender-based violence by building understanding of gender inequality, power, respect and prevention responsibility	Compulsory	Compulsory	Compulsory	Compulsory	Compulsory	Compulsory
Eliminating Gender Based Violence Together (EGBVT)	Program	Monash University	Build understanding of gender equality and gender-based violence, strengthen bystander confidence to challenge harmful behaviour, support appropriate responses to disclosures, and increase awareness of available support and reporting pathways.	Compulsory	Compulsory	Compulsory	Compulsory	Encouraged	—
Mannix Respectful Relationships, Culture, Values and Policies	Module (Online)	Mannix College	Establish shared expectations for respect, consent, boundaries and behaviour, reduce entitlement and normalisation of harm, and build understanding of how to report gender-based violence and access support.	Compulsory	Compulsory	Compulsory	Compulsory	—	—
Sexpectations	Module (Online)	Monash University	Reduce harm linked to misunderstanding of consent, power and sexual boundaries; increase awareness of support pathways	Compulsory	Compulsory	Compulsory	Compulsory	—	—
DrinkWise / Alcohol Education	Module (Online)	Monash University	Build knowledge of alcohol effects, safe consumption and decision-making to reduce risk and support personal and community safety.	Compulsory	Compulsory	Compulsory	Compulsory	—	—
Respect at Mannix Formal Dinner	Event	Mannix College	Reinforce collective responsibility, challenge harmful norms, and set community expectations around respect and dignity	Compulsory	Compulsory	Compulsory	Compulsory	Enrichment	Enrichment

Program / Activity	Type	Provider	Learning Intentions	New Residents	Returning Residents	Student Leaders	Student Life Staff	All Staff	College Council
Reconciliation Formal Dinner	Event	Mannix College	Address structural inequality and exclusion through First Nations truth-telling, respect and shared responsibility	Compulsory	Compulsory	Compulsory	Compulsory	Enrichment	Enrichment
Hidden Disabilities Formal Dinner	Event	Mannix College	Reduce stigma and exclusion by increasing understanding of hidden disability, vulnerability and empathy	Compulsory	Compulsory	Compulsory	Compulsory	Enrichment	Enrichment
Residential Floor Meetings	Meeting	Mannix College	Weekly floor gatherings led by student leaders to reinforce expectations, reduce peer normalisation of harm, and strengthen shared accountability.	Encouraged	Encouraged	Compulsory	—	—	—
Mental Health First Aid	Workshop	Monash University	Reduce risk associated with distress and isolation through early recognition and response	Encouraged	Encouraged	Compulsory	Compulsory	Compulsory	—
safeTALK – Suicide Prevention	Workshop	Monash University	Address crisis risk and help-seeking barriers linked to vulnerability and harm	Encouraged	Encouraged	Compulsory	Compulsory	Encouraged	—
Responding to Disclosures of Sexual Harm	Training Program (Online + Workshop)	Monash University	Ensure consistent, trauma-informed, safety-first responses; reduce secondary harm and strengthen escalation pathways	Encouraged	Encouraged	Compulsory	Compulsory	Compulsory	—
Sexpectations	Workshop	Monash University	Build bystander confidence to challenge harmful behaviour and peer norms	Compulsory	Compulsory	Compulsory	—	—	—
Flip the Script with EAAA	Workshop	Monash University	Address peer pressure, silence and victim-blaming through bystander intervention skills	Encouraged	Encouraged	Compulsory	—	—	—
The Masculinities Project	Program	Monash University	Challenge rigid gender norms and power dynamics linked to violence and harm	Encouraged	Encouraged	Encouraged	—	—	—
Queer 101	Module / Workshop	Monash University	Reduce exclusion, stigma and minority stress affecting LGBTQIA+ students	Encouraged	Encouraged	Compulsory	Encouraged	—	—
Transgender Awareness	Workshop	Monash University	Address misunderstanding and discrimination linked to gender diversity	Encouraged	Encouraged	Compulsory	Compulsory	—	—
LGBTQIA+ Ally Training	Workshop	Monash University	Build active allyship and protective peer cultures	Encouraged	Encouraged	Compulsory	Compulsory	—	—
Student Leadership Training	Program	Mannix / External	Address power, influence and responsibility in leadership roles to prevent misuse and harm	—	—	Compulsory	Compulsory	Compulsory	—
Critical Incident & Risk Management	Manual	Mannix / External	Support coordinated, lawful and proportionate responses to serious risk	—	—	Compulsory	Compulsory	Compulsory	—