WHAT YOU SHOULD KNOW

A student's guide to Safety on campus

Brought to you by:
MUSA Wom*n's Officers

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WHAT IS CONSENT?

Consent is when someone agrees, gives permission, or says "yes" to sexual activity with other persons.
Consent is always freely given and all people in a sexual situation must feel that they are able to say "yes" or "no" or stop the sexual activity at any point.

Consent is:

- **Voluntary**: Consent is freely given and is completely out of choice. It must be given without force, coercion, threats, or intimidation. Consent is an expression of free will.

- **Specific**: Consent in one form of sexual activity does not imply consent to other forms of sexual activity and therefore a person has every right to only consent to an activity they are comfortable with.

- **Informed**: Consent is only fully given when it is clear and well-informed before hand. It has to be delivered clearly without doubt, in words or through actions. If someone is uncomfortable and expresses verbally or through actions, the sexual activity should not be continued, and if it does, it is sexual assault.

- **Withdrawable**: Consent is completely voluntary and it is so at all times. Therefore, you can change your mind and withdraw from a sexual activity at any time. If the sexual activity is forced onto someone even after expressing the need to withdraw, it becomes sexual assault.
Consent is not:

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<td>SILENCE</td>
<td>Silence could be out of fear or discomfort. Many victims of sexual assault remain silent during the act of assault due to shock or the feeling that they have no choice. Therefore, it is important to ask and make sure that the other person is totally comfortable with the sexual activity.</td>
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<td>ASSUMABLE</td>
<td>It doesn’t matter if you have done it before or if you’re married to the person, consent must not be assumed at any case. You have the right to say NO if you’re not ready. Consent should not be assumed based on body language, previous sexual activity, marriage, lack of resistance or silence.</td>
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<td>FORCED</td>
<td>Consent is about respecting the other person’s choice. Consent is not given through forcing or nagging. If a person is forced to a sexual activity through a threat, while putting their life or career opportunities at stake, it is sexual assault.</td>
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<td>GIVEN WHEN UNCONSCIOUS</td>
<td>Having sex with someone who is incapable of giving consent is sexual assault. This could be someone who is unconscious, drunk or under the influence of drugs, which makes the person incapable of giving consent.</td>
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<td>PERMANENT</td>
<td>Saying ‘yes’ once doesn’t mean ‘yes’ all the time. Even if you have been involved with someone before and have consented to a sexual activity previously, it does not imply that there is consent to the sexual activity at all times. This also means that if you are uncomfortable, you can revoke anytime.</td>
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**Without consent, it is 'sexual assault/harassment'.**
Sexual harassment is any unwanted, unwelcomed or uninvited behaviour of a sexual nature, whether verbal, non-verbal, visual, gestural or physical, in circumstances in which a reasonable person, having regard to all the circumstances, would have anticipated the possibility that the other person would feel humiliated, intimidated, offended or threatened to his or her well-being.

Sexual harassment is not behaviour which is based on mutual attraction, friendship and respect. If the behaviour is consensual, it is not sexual harassment.

Sexual Harassment can include:

- unwanted touching, patting, pinching, stroking or brushing up against a person, hugging, kissing, fondling, sexual assault
- comments about your body, leering, wolf whistling, cat calls, insults of a sexual nature, persistently pestering for a date
- displaying or circulating pornographic pictures, drawing sex-based sketches or writing sex-based letters, sexual exposure
- workplace blackmail- i.e. suggestions that sexual favours may further your career (or refusal may hinder it)
**MYTH vs TRUTH**

**MYTH**
Sexual Harassment must involve **touching/ physical contact**

**TRUTH**
Sexual harassment **doesn’t necessarily involve physical contact**. The following acts are also acts of Sexual Harassment:

- Verbal harassment (e.g: offensive comments, jokes, sounds)
- Non-verbal/ gestural harassment: (e.g: hand signal, sign language denoting sexual activity, persistent flirting)
- Visual harassment: (e.g: showing pornographic materials, being shown writings/ drawings of explicit material)
- Psychological: (e.g: repeated unwanted social invitations, persistent proposals for dates/ physical intimacy)

**MYTH**
All harassers are males; All victims are females

**TRUTH**
While women are typically victims of sexual harassment, **anyone regardless of their gender** can be victims of sexual harassment or a harasser.

**MYTH**
Sexual Harassers are always **strangers**.

**TRUTH**
Wrong. The harasser can be **anyone**- complete strangers, a close friend or a family member.

**MYTH**
It’s a **compliment**! It’s **harmless**!

**TRUTH**
No it’s not. Harassment is no more about compliments than rape is about sex. Both are about power, violence and control. Besides, flattery is a behavior that is humanizing and requires actual communication with a person, not a random sexual comment thrown at a person.
WHAT CAN I DO AS A VICTIM/SURVIVOR OF SEXUAL HARASSMENT?

• **Tell the harasser** that his behavior is unwelcome and that you want it to stop. Say it firmly so the harasser knows you mean business!

• If the harasser continues, **talk to someone** who could help you; a friend, family member or anyone you know you can trust. Alternatively, you can contact the campus support services i.e., Student Advisory and Support Officer, Counselors, or the MUSA Wom*n's Officers.

• **Record and document** the details of each event: date, time, location, what happened, what was said, how you felt, and the names of any witnesses or others victimized by this person.

• **Report the harassment.** Some of the reporting options include: Contacting the Student Advisory and Support Officer, external organisations such as All Women’s Action Society (AWAM) or Women’s Aid Organisation (WAO), make a police report at the nearest police station.

• Alternatively, the MUSA Wom*n’s Officers could at any time be your first point of contact.

• **International Students:** Do not be afraid to make a complaint against sexual harassment. You are entitled to the same advice and support as domestic students.

• Most importantly, seek mental health care support services from counselors/therapists available on/off campus.

*Contact details for the support services can be found on pages 7 & 8*
What can I do if

my friend is harassed

• Be there for them, ask them what they would like you to do. Most importantly, LISTEN TO THEM.
• Keep the information confidential and do not discuss the matter with others.
• Don’t pressure them to make any decisions. SUPPORT THEM. Suggest that they get further assistance and help them with getting information and advice.
• Ask them if they feel safe, do they need a place to stay at night? Do they need someone to go to the doctor with them? Do they need to be accompanied to visit the authorities?
• Reassure them that it was not their fault. No matter what, DO NOT BLAME THEM.
• Assist your friend to seek medical care.
• Ensure that you receive personal support as well since being an active bystander could be an emotional process.

Be an active bystander and make a difference today
Monash University Malaysia (MUM)
on-campus
SUPPORT SERVICES

Student Advisory and Support Unit
A division to help a victim/survivor of sexual assault/sexual harassment. The information and support provided by the Student Advisory and Support Officer includes:
• providing advice and assistance to any students raising a concern, as and when required;
• explaining Monash University Malaysia’s Resolution of Unacceptable Behaviour Procedure and Student Discipline Procedure to students;
• advising students of the various avenues of support available to them through Monash University Malaysia;

The Student Advisory and Support Officer is available Monday to Friday from 9am to 6pm on +603 5514 4411 or by email at mum.student.support@monash.edu

However, if you wish to contact someone after office hours, you can contact the EMERGENCY STUDENT HOTLINE at +6019 272 5859 (24 hours hotline)

Monash Security Department
• 24 hours helpline: +603 5514 6333
• Or 6333, from a Monash phone (security available 24 hours)
• Security can also walk you to the RM 2 parking lot at night/when you feel unsafe.

MUM Counsellors
• Easily accessible (Building 2, Level 2)
• You can set an appointment to meet the counsellors by emailing them at mum-counselling@monash.edu
• Alternatively, you could contact one of the counsellors directly:

Ms. Na Mui Gee +603 5514 6057
Ms. Soon Saw Imm +603 5514 4981
Ms. Carole Chung +603 5514 6068
Ms. Siow Li Fong +603 5514 6066

Approach the MUSA Wom*n’s Officers
The Wom*n’s Officer can be your first point of contact anytime to help proceed your case to the authorities concerned.

• We are available for support and assistance.
• To report and discuss the incident, you could drop by our office located above the MUSA lounge or drop us an email at musa.womens@monash.edu
EXTERNAL OFF-CAMPUS SUPPORT SERVICES

POLICE:
Phone: 999 (nationwide),
Or +603 5514 5203/5204/5206 (Selangor),
Or +603 2146 0584/0585 (Kuala Lumpur)

ALL WOMEN’S ACTION SOCIETY:
Telenita Helpline: 03 7877 0224
Email: telenita@awam.org.my
Provides free counseling/ legal information

WOMEN’S AID ORGANISATION:
Helpline: +603 7956 3488
or WhatsApp/SMS TINA: 018 988 8058 (24 hours helpline)
Provides free counseling/ case management (legal)

ADDITIONAL OFF-CAMPUS SUPPORT SERVICES

-RELATE MALAYSIA:
Online based therapy/ counseling centre
Website: https://relate.com.my/

-SOLS HEALTH 24/7:
Telephone: +603 9054 8547/ +6018 664 0247
Email: solshealth@sols247.org

-Sisters In Islam:
Telephone: 03-7960 3357/ 7960 5121/ 7960 6733
Provides legal counselling to those dealing with Shariah & Civil Law problems

-Legal Aid Center (Selangor):
Telephone: 03-5510 7007
Email: lacselangor@outlook.com

-Legal Aid Centre (Kuala Lumpur):
Telephone: 03-2072 2050 /2072 2051 /2072 2052
Respect. Now. Always Campaign

Monash University has partnered with other Australian universities to launch the Respect. Now. Always campaign. This campaign highlights the determination of Australia’s universities to ensure students and staff are safe from sexual assault and sexual harassment. As part of this initiative, the university sector asked the Australian Human Rights Commission (AHRC) to conduct a national prevalence survey of university students.

On 1 August 2017 the Australian Human Rights Commission released Change the Course: National Report on Sexual Assault and Sexual Harassment at Australian Universities. Monash University is committed to implementing all nine recommendations from the national report, and also the 10-point action plan from Universities Australia.

The 9 recommendations focus on five areas of actions:

- **Leadership and governance**: The need for a strong and visible commitment to action from university leaders, accompanied by clear and transparent implementation of these recommendations.
- **Changing attitudes and behaviours**: Development of measures aimed at preventing sexual assault and sexual harassment.
- **University responses to sexual assault and sexual harassment**: Implementation of effective processes for responding to sexual assault and sexual harassment.
- **Monitoring and evaluation**: Ensuring that steps taken to prevent and respond to sexual assault and sexual harassment are evidence-based and that improvements to prevention and response mechanisms are made over time.
- **Residential colleges and university residences**: Specific steps to improve the culture within residential colleges and university residences, with a particular focus on risk management.

For more information, you can also refer to the R.N.A website: https://www.monash.edu.my/about/respect-now-always
Together let's stand up against Sexual Harassment