

10 December 2025

Committee Secretary
Senate Education and Employment Committee

By email: eec.sen@aph.gov.au

Dear Committee Secretary

Monash University Response to the Senate Education and Employment Committee

Monash University refers to the email received from the Committee Secretary on 5 December 2025 clarifying certain matters with respect to its letter dated 26 November 2025 to the Senate Education and Employment Legislation Committee (the **Committee**).

With respect to question 9 and your clarification that “*Senator Faruqi has agreed that this question can be narrowed to NDA clauses entered into with current or former staff members.*”, Monash University provides the following information.

In situations where a person has raised allegations that they have been subjected to sexual harm, Monash adopts a trauma-informed, victim-survivor-led approach where the individual guides the response with tailored support that prioritises safety and wellbeing. Monash University does not enter into non-disclosure agreements which would restrict the person (whether or not an employee) from discussing those allegations.

Mutual confidentiality obligations are often included in voluntary separation agreements and settlement agreements in employment disputes. Monash University employs around 10,000 employees and estimates that it has entered into 85 voluntary separation agreements in the past five years from 2021.

In addition to these arrangements, settlements of workers’ compensation claims may also include confidentiality obligations. These processes are managed by Monash University’s workers’ compensation insurer, and Monash University generally does not have visibility of the terms of these arrangements.

Please let me know if you require further clarification of these matters.

Yours sincerely

Ben Vivekanandan
Senior Director, Government Relations
Monash University