

DOCUMENT TYPE	P	
ADMINISTRATIVE	5	
GOVERNANCE	1	
EQUALITY AND DIVERSITY	5	
NUMBER	004	
		Policy Database Document Reference Number 515004P

SEXUAL HARASSMENT, HARASSMENT AND DISCRIMINATION POLICY

Purpose/ objectives	To eliminate harassment and discrimination and to ensure rights as outlined in the Racial Discrimination Act, 1975 (Cth) , Disability Discrimination Act, 1992 (Cth) and the Equal Opportunity Act 1995 (Vic)
Scope/ Application	All campuses and centres All staff, students and official visitors All official University activities off campus
Policy Statement	It is unlawful to harass or discriminate against a person on the basis of any attribute outlined in the Racial Discrimination Act, 1975 (Cth) , Disability Discrimination Act, 1992 (Cth) and the Equal Opportunity Act 1995 (Vic) Complaints of sexual harassment, harassment or discrimination may be dealt with through the <i>Procedures for Dealing with Complaints of Sexual Harassment, Harassment, Discrimination, Racial and/or Religious Vilification</i> . The University will provide trained harassment and discrimination Contact Officers on each campus whose role is to provide a confidential support and information to parties. The University will provide trained Conciliators to act as neutral facilitators who assist parties to work towards a satisfactory resolution of a complaint.
Supporting Procedures	Procedures for Dealing with Complaints of Sexual Harassment, Harassment, Discrimination, Racial and/or Religious Vilification.
Responsibility for implementation	Deans Heads of Schools Managers/supervisors Senior staff The Manager, Equality and Diversity Centre, is responsible for the operation of the Policy, under direction of the Pro Vice-Chancellor (Equity and Student Services).
Responsibility for monitoring implementation and compliance	The Manager, Equality and Diversity Centre, is responsible for the operation of the Policy, under direction of the Pro Vice-Chancellor (Equity and Student Services). The Manager, Equality and Diversity Centre shall ensure the safe keeping of relevant records and report to the Pro Vice-Chancellor (Equity and Student Services).
Status	Revised Format October 2008. Prior approval Council 1-5-00. The implementation of the latest version of this policy supersedes all previous versions of this policy.
Key stakeholders	Pro Vice-Chancellor (Equity and Student Services) Manager, Equality and Diversity Centre Equality, Diversity and Wellbeing Committee

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Approval Body	Council.
Initiating Body or person(s)	Manager, Equality and Diversity Centre
Definitions	This policy accepts the definitions outlined in related legislation.
Related legislation	Sex Discrimination Act, 1984 (Cth) Disability Discrimination Act, 1992 (Cth) Equal Opportunity Act, 1995 (Vic) Workplace Relations Act, 1996 (Cth) Victorian Charter for Human Rights and Responsibilities Act 2006 (Vic) Racial and Religious Tolerance Act (Vic), 2001 Racial Discrimination Act, 1975 (Cth)
Related Policy and other documents	Children on Campus Policy Work and Family Policy Equal Opportunity Policy Policy for People with Disabilities, Mental Health Issues and/or Ongoing Medical Conditions Equality and Diversity Awareness Program (EDAP) Staff Attendance Policy Equal Opportunity for Women in the Workplace Plan 2006-2009 Code of Conduct (Staff) Policy on Workplace Bullying Staff Misconduct (Enterprise Bargaining Agreement) Student Discipline and Misconduct Regulation 16.1
Date Effective	May 2000, Update October 2008.
Next Review Date	2012
Keywords	Sexual harassment, harassment, discrimination, equality, equity

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