

THE UNIVERSITY OF CANBERRA
IS COMMITTED TO EQUITY IN
EDUCATION AND EMPLOYMENT,
AND SUPPORTS THE RIGHT OF
ALL STUDENTS AND STAFF TO
STUDY AND WORK IN AN
ENVIRONMENT FREE FROM
DISCRIMINATION AND
HARASSMENT.

THE UNIVERSITY EXPECTS ALL
STUDENTS AND STAFF TO BE
TREATED WITH RESPECT AND
COURTESY.

DISCRIMINATORY, HARASSING,
BULLYING OR PHYSICALLY OR
EMOTIONALLY THREATENING
BEHAVIOUR IS NOT
ACCEPTABLE.

WHAT IS DISCRIMINATION?

Discrimination is:

Any practice that makes a distinction between individuals or groups so as to disadvantage some people and advantage others.

Discrimination can be 'direct' or 'indirect'.

- 'Direct' discrimination is where a person is treated less favourably because of their race, nationality, ethnic origin, sex, pregnancy, marital status, family or carer's responsibility, physical, psychiatric or intellectual disability, transgender, sexual preference or orientation, age, political or religious belief **THAN** a person without characteristic **IN** the same or similar circumstances.
- 'Indirect' discrimination results when a requirement, rule, policy or practice that appears to treat everyone the same, has a disproportionately unfair impact on particular people or groups of people when it is applied, and is unreasonable.

WHAT IS HARASSMENT?

Any type of behaviour that:

- the other person does not want, and
- offends, humiliates or scares them, and
- in the circumstances, a reasonable person would have been offended, humiliated or scared.

WHAT IS BULLYING?

Bullying is a form of harassment that involves repeated behaviour where strength or power is used to coerce, threaten, oppress, harass, intimidate or persecute others.

WHAT IS SEXUAL HARASSMENT?

Sexual harassment is an unlawful sexual advance, unwelcome request for sexual favours or other unwelcome conduct of a sexual nature, which makes a person feel offended, humiliated or intimidated, where a reasonable person would anticipate that reaction in the circumstances.

It can be an on-going pattern of behaviour or a single incident.

It may be intentional or unintentional.

It is not confined to a particular gender or sexuality.

It has nothing to do with mutual attraction or friendship between people, which is normal and positive.

It can include the following:

- unwelcome touching, staring or leering
- sexually suggestive comments or jokes
- sexually explicit posters or pictures
- unwanted invitations to go out on dates
- requests for sex
- intrusive questions about a person's private life or body
- unnecessary familiarity, such as deliberately brushing up against a person
- insults or taunts based on sex
- sexually explicit emails or SMS text messages

WHAT CAN I DO ABOUT IT?

Discrimination and harassment are unlawful and are treated seriously at UC. The University has policies and procedures to protect you if someone harasses or discriminates against you.

The *Student Grievance Resolution Policy* is available at:

https://guard.canberra.edu.au/policy/policy.php?pol_id=3014

The *Inappropriate Conduct (Discrimination, Harassment, Bullying) Policy* is available at:

https://guard.canberra.edu.au/policy/policy.php?pol_id=3158

If you think you might have been discriminated against or harassed, you may choose to:

For students

- talk to the person involved to try to resolve the problem
- talk to a Counsellor
- seek assistance, advice, mediation or support from a third party (i.e. the Student Equity and Support Officer or the Students' Association)
- submit a grievance under the terms of the *Student Grievance Resolution Policy*

For staff

- talk to the person involved to try to resolve the problem
- seek assistance from a third party (i.e. supervisor, Dean or Director, or from Human Resources)
- seek advice, support and assistance through the Employee Assistance Program
- seek mediation assistance through Human Resources
- pursue more formal mechanisms through Human Resources

STOP HARASSMENT AND DISCRIMINATION



WHERE CAN I GO FOR HELP?

For information, help or advice you can go to:

For students and staff

- UC Health & Counselling Centre 6201 2351
(The Health Service is available to staff and students. The Counselling Service is only available to students)
- UC Spiritual Meeting Place 6201 2052

For students

- Student Equity & Support Officer 6201 2333
- UC Student's Association 6201 2000

For staff

- Human Resources 6201 5204
- Employee Assistance Program (EAP)
1300 361 008

For students and staff

- Lifeline **13 11 14** (24 hours)
- Canberra Rape Crisis Centre
24 hours **6247 2525**
Business hours 6247 8071
PO Box 916, DICKSON ACT 2602

FOR EMERGENCIES

For emergency assistance call
EMERGENCY SERVICES on 000
UNIVERSITY SECURITY 6201 2222 (24 hours)

explicit emails Unwanted touching
deliberate staring intentional
humiliation explicit sms messages
Intimidating behaviour jeering
IT'S NOT JUST A BIT OF FUN
offensive emails racist taunts
deliberate ignoring intentional
humiliation Unwanted touching
offensive sms messages threatening
behaviour unwelcome staring

DON'T IT'S NEVER OK

JUST A JOKE *intrusive*
questions sexist insults racial
taunts lewd comments offensive
behaviour **NO-ONE WANTS TO BE
TREATED LIKE THAT** deliberate
staring intentional humiliation
offensive *phone calls* name-
calling insulting behaviour
IT'S NEVER A JOKE leering
sexual insults pressure for sex *lewd*
comments threatening
behaviour

STOP DISCRIMINATION AND
HARASSMENT