ANTI-HARASSMENT POLICY AND PROCEDURES

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1. Purpose

1.1 The Anti-Harassment Policy and Procedures assists Monaro Higher Education (MHE) to meet its responsibilities and obligations under State and Federal anti-discrimination and equal opportunity laws. It provides information and clear guidelines on understanding and preventing unlawful

discrimination and harassment and provides the framework for handling behaviour that breaches this Policy.

2. Principles

2.1 MHE is committed to maintaining a teaching and learning environment that is free from all forms of harassment, bullying and discrimination, which values and fosters good working relationships that enable students and staff to be treated with dignity, courtesy and respect.

3. Context

3.1 MHE's Board of Directors developed this policy to have a fair work environment. The CEO and Dean are the responsible officer oversees the development and implementation of this policy.

3.2 The Board of Directors is responsible for providing a safe and supportive work and study environment for staff and students. The reporting supervisor or Delegated Authority, under delegated authority by the Board of Directors, is responsible for implementing this policy to ensure that the workplace is free from any forms of harassment. All staff and students are expected to ensure they adhere to the principles and procedures outlined in this policy.

3.3 This policy and procedures are aligned with sections 2·2 and 2·3 of the Higher Education Standards Framework 2021.

4. Scope

4.1 The Anti-Harassment Policy and Procedures applies to all students, staff and other stakeholders of MHE. For this Policy, all references to the term "student" are inclusive of a prospective student, an applicant for admission to MHE, a current student, or a former or past student of MHE.

4.2 The Anti-Harassment Policy and Procedures applies when a claim of harassment, bullying or discrimination concerns an MHE student or staff member and where the conduct complained about occurred at MHE or where the conduct is related to MHE activities.

5. Definitions

Bullying – the improper wielding of power through the repeated use of force, threat, cruel speech or malice to intimidate or dominate.

Discrimination – the unjust or prejudicial treatment of different categories of people, especially on the grounds of race, age, sex, or disability.

Harassment – ongoing unwelcome behaviour which offends, intimidates or humiliates or creates a hostile environment

Sexual Harassment— unwelcome sexual advance, unwelcome request for sexual favours or other unwelcome conduct of a sexual nature which makes a person feel offended, humiliated and/or intimidated, where a reasonable person would anticipate that reaction in the circumstances.

Victimisation - subjecting a person to some detriment if he or she has:

- lodged, or is considering lodging, a complaint under the Sex Discrimination Act
- provided information or documents to Human Rights and Equal Opportunity Commission or
- attended a conciliation conference or appeared as a witness.

6. Roles and Responsibilities

The Student Support Officer has responsibility to:

- Accept accusations by students against other students or staff

- Attempt to resolve accusations involving students fairly through conciliation
- Review records of cases of breaches of this policy to improve strategies of protecting students, preventing further cases and improving responses.

Managers and supervisors have responsibility to:

- Accept accusations by staff against other staff
- Attempt to resolve accusations involving staff fairly through conciliation

The Dean has responsibility to:

- Accept, investigate and pass judgement in formal cases involving students

The Human Resources Officer has responsibility to:

- Accept, investigate and pass judgement in formal cases not involving students

The CEO has responsibility to:

- Convene and chair the Appeals Panel for the hearing of appeals.
- Review records of cases of breaches of this policy to improve strategies of protecting staff, preventing further cases and improving responses.

The Student Support Officer has responsibility to:

- Provide professional, confidential support to students who are victims of bullying, harassment or intimidation.

All students and staff members have responsibility to:

- Abide by their respective Codes of Conduct
- Intervene to prevent or stop breaches of this policy and procedure
- Report breaches of this policy and procedure to the relevant authority

7. Policy details

7.1 Policy Overview

7.1.1 All MHE students and staff have a right to study and work in an environment free from discrimination and harassment.

7.1.2 Discrimination, bullying and harassment constitute a risk to the health and safety of the student body, all workforce participants and MHE as an organisation. Such behaviour is unacceptable and will not be tolerated. Further, any retaliation against an individual who has complained of harassment, or retaliation against individuals for cooperating with an investigation of a complaint, will not be tolerated. Refer to the Staff Code of Conduct and the Students' Code of Conduct for more details.

7.1.3 MHE will use educative approaches for the prevention of discrimination, bullying, and harassment to inform members of the MHE community of their rights and responsibilities, to encourage the reporting of behaviour, practices or publications that contravene this Policy, and to ensure MHE's systems and processes are not discriminatory.

7.1.4 MHE takes allegations of discrimination and harassment seriously. Allegations of discrimination and harassment involving students or staff will be handled with sensitivity and impartiality in accordance with the complaint procedure.

7.1.5 Where it is determined that discrimination or harassment has occurred, MHE will act promptly to eliminate the improper conduct and take corrective action as is necessary, including disciplinary action where appropriate.

7.1.6 If a person makes a false accusation in bad faith (e.g., making up a complaint to get someone else into trouble), that person may be disciplined and may be exposed to a defamation claim.

7.2 Unacceptable Conduct

7.2.1 Australian law prohibits discrimination and harassment on the basis of race, national or ethnic origin, gender, disability (i.e., physical, intellectual, psychiatric, sensory, neurological or learning disabilities and illnesses such as HIV/AIDS), sexual orientation, religious background, marital status, pregnancy or potential pregnancy, political belief, family status, criminal record and age.

7.3 Discrimination

7.3.1 Discrimination is treating, or proposing to treat, someone unfavourably because of a personal characteristic protected by the law, such as sex, age, race or disability.

7.3.2 Discrimination can occur:

- Directly, when a person or group is treated less favourably than another person or group in a similar situation because of a personal characteristic protected by law. For example, a student is harassed and humiliated because of their race, or a staff member is refused promotion because they are 'too old.'
- Indirectly, when an unreasonable requirement, condition or practice is imposed that has, or is likely to have, the effect of disadvantaging people with a personal characteristic protected by law. For example, redundancy is decided based on people who have had a worker's compensation claim rather than on merit.

7.3.3 Protected personal characteristics under Federal discrimination law include:

- disability, disease or injury, including work-related injury
- status as a parent or carer
- race, colour, descent, national origin, or ethnic background
- age, whether young or old, or because of age in general
- sex
- industrial activity, including being a member of an industrial organisation like a trade union or taking part in industrial activity, or deciding not to join a union
- religion
- pregnancy and breastfeeding
- sexual orientation, intersex status or gender identity
- marital status, whether married, divorced, unmarried or in a de facto relationship or same sex relationship
- political opinion
- social origin
- medical record

- an association with someone who has, or is assumed to have, one of these characteristics, such as being the parent of a child with a disability.

7.3.4 It is also against the law to treat someone unfavourably because you assume they have a personal characteristic or may have it at some time in the future.

7.4 Bullying

7.4.1 Bullying behaviour can range from obvious verbal or physical assault to subtle psychological abuse. It can include:

- sarcasm and other forms of demeaning language
- threats, abuse, shouting or offensive language
- coercion
- intimidation
- exclusion or isolation
- inappropriate blaming
- ganging up
- constant unconstructive criticism
- deliberately withholding information or equipment that a person needs for their work or study, or access to their entitlements
- unreasonable refusal of requests for leave, training or other workplace benefits
- assigning meaningless tasks unrelated to the job
- giving employees impossible jobs.

7.4.2 The Fair Work Amendment Act 2013 defines 'workplace bullying' as repeated unreasonable behaviour by an individual towards a worker which creates a risk to health and safety.

7.4.3 If someone is being bullied because of a personal characteristic protected by equal opportunity law, it is a form of discrimination.

7.4.4 Bullying is unacceptable in MHE and may also be against work health and safety policy.

7.5 Sexual Assault and Sexual Harassment

7.5.1 Sexual harassment is a specific and serious form of harassment. It is unwelcomed sexual behaviour, which could be expected to make a person feel offended, humiliated or intimidated. Sexual harassment can be physical, spoken or written. It can include:

- comments about a person's private life or appearance
- sexually suggestive behaviour, such as leering or staring
- brushing up against someone, touching, fondling or hugging
- sexually suggestive comments, jokes or innuendo
- displaying offensive screen savers, photos, calendars or objects
- repeated unwanted requests to go out
- requests for sex
- sexually explicit posts on social networking sites
- insults or taunts of a sexual nature
- intrusive questions or statements about a person's private life
- unflattering nicknames

- sending sexually explicit emails or text messages
- inappropriate advances on social networking sites
- accessing sexually explicit internet sites
- behaviour that may also be considered to be an offence under criminal law, such as physical assault, indecent exposure, sexual assault, stalking or obscene communications.

7.5.2 Care and consideration for a person's wellbeing is the primary focus when responding to any disclosure, when seeking a resolution and when addressing any formal complaint of sexual assault or sexual harassment.

7.5.3 Students and staff are bound by both their respective Codes of Conduct and national legislation to refrain from sexual harassment and abuse. Students and staff must discontinue behaviour demonstrated to have offended, humiliated or intimidated another person. Sexual harassment will not be tolerated by anyone associated with MHE.

7.6 Victimisation

7.6.1 Victimisation is subjecting or threatening to subject someone to a detriment because they have asserted their rights under equal opportunity law, made a complaint, helped someone else make a complaint, or refused to do something because it would be discrimination, sexual harassment or victimisation. Victimisation is against the law.

7.6.2 It is also victimisation to threaten someone (such as a witness) who may be involved in investigating an equal opportunity concern or complaint.

7.6.3 Victimisation is a very serious breach of this Policy and is likely (depending on the severity and circumstances) to result in formal discipline against the perpetrator.

7.6.4 MHE has a zero-tolerance approach to victimisation.

7.7 Breaching confidentiality

7.7.1 It is unacceptable for students, staff, and affiliates of MHE to discuss any details of a breach or accusation with others who have no need to access the information about any complaint of discrimination or harassment.

7.7.2 Breaching the confidentiality of a formal complaint investigation or inappropriately disclosing personal information obtained in a professional role (for example, as a manager or student advisor) is a serious breach of this Policy and may lead to formal discipline.

7.8 What is not considered to be discrimination, bullying or harassment

7.8.1 Under the relevant legislation, managing staff and students, including providing feedback on performance, does not constitute discrimination, bullying or harassment, when it is done in a reasonable way that is consistent with this Policy. Managers, immediate supervisors, and lecturers should manage these processes with sensitivity.

7.8.2 Many people refer to bullying as harassment or discrimination. However, bullying may not be unlawful under Federal or State anti-discrimination laws unless it is linked to, or based on, one of the characteristics covered by these laws, such as the person's age, sex, race or disability.

7.8.3 Legitimate comment and advice, including relevant negative feedback, from lecturers, managers and supervisors on assessment tasks, work performance or work- related behaviour of an individual or group should not be confused with bullying, harassment, or discrimination.

7.8.4 Providing negative feedback to staff during a formal performance appraisal, or counselling students regarding their learning performance, can be challenging. Lecturers and managers should handle these conversations with sensitivity, but they should not avoid their responsibility to provide frank feedback to students and staff. The reasonable practices may include:

- setting reasonable performance goals, standards, and deadlines
- deciding not to select a staff member for promotion where a reasonable process is followed
- informing students or staff about inappropriate behaviour in an objective and confidential way
- implementing organisational changes or restructuring
- taking disciplinary action, including suspension, or terminating employment of staff or a student's enrolment
- a direction to comply with MHE's policies and procedures.

7.8.5 Merely being attracted to another student or staff member is not sexual harassment, but the student or staff member must be mindful of the feelings of the other and the potential to cause them discomfort or awkwardness.

8. Procedure Details

8.1 Introduction

8.1.1 The purpose of establishing these procedures is to ensure that MHE's learning and teaching environment is free from any kind of offensive behaviour.

8.1.2 Every case of harassment, victimisation, bullying and discrimination is different. The order of actions in this procedure is not as important as making sure that objectionable behaviour stops and that all staff and students at MHE feel comfortable and safe. The severity of the breach, the attitude of the perpetrator and the degree of discomfort of or threat to the victim will influence the complaints process timeline and determine which steps should be rushed or omitted.

8.1.3 Any person who believes that they have been subject to, or who believe that they have witnessed, harassment, bullying or discrimination or intimidation should immediately report the situation in accordance with the processes set out below.

8.1.4 Students and staff are encouraged to intervene safely when they observe or hear about instances of any kind of unacceptable behaviour. As an active bystander students and staff can:

- notice events and interpret the event as requiring intervention;
- intervene in the situation safely which may involve directly challenging or confronting perpetrators or potential perpetrators, distracting either party or getting help from others.

8.1.5 Complainants, including both victims and witnesses, are assured that they will not be victimised or disadvantaged for making a complaint. No one will be treated unfairly as a result of making a complaint. Immediate disciplinary action will be taken against anyone who victimises or retaliates against someone who has made a complaint or against whom a complaint is made.

8.1.6 Where students experience bullying, intimidation, sexual assault or sexual harassment on placement, any policies and procedures at the site of the placement will apply, in addition to MHE's policy and procedure.

8.1.7 MHE will take all reasonable steps to educate, inform, defend and support victims and deter bullying, intimidation and assault. MHE will not be held vicariously responsible for bullying, intimidation, harassment, assault or any other offenses inflicted by or upon its staff or students.

8.2 Informal Complaints

8.2.1 In the first instance, the student or staff member who feels the victim of any misdemeanour mentioned in these policies is encouraged to speak directly to the person responsible if it seems safe to do so and tell them to cease the offensive action. Remember that a key part of the definition of harassment is that it makes the recipient of the action uncomfortable. People from one culture, upbringings and personality types may consider something uncomfortable when another considers it friendly. Witnesses may do this on the victim's behalf.

8.2.2 MHE also recognises that affected students may need discrete and confidential guidance and appropriate support to assist with managing any distress they may be experiencing. Initially, this would normally be provided by the Student Support Officer (SSO). The SSO may also provide further information and advice about additional options available to the student including external counselling support, internal mediation and formal complaint procedures, as well as potential police or other external agency referrals.

8.2.3 If informal processes do not resolve the issue and the behaviour recurs or the attitude continues, the aggrieved person is encouraged to make a formal complaint. A student may complain to the Student Support Officer and a staff member may complain to their manager or supervisor or the perpetrator's manager or supervisor. The Student Support Officer or the manager will attempt to resolve the issue through mediation and conciliation.

8.2.4 A person who experiences assault, harassment or victimisation may choose to disclose the incident(s), which involves sharing information about the incident(s) to seek support and/or resources, which may include:

- Counselling with the MHE Student Support Officer as per the MHE Student Support Framework and MHE Counselling Policy and Procedure;
- External psychological counselling;
- Referral to the police; and,
- Referral to the NSW Equal Opportunity and Human Rights Commission (contact details for this Commission will be available from the Student Support Officer and management).

8.2.5 A person who is the victim of sexual assault is encouraged to report it to the police. MHE recognises that a person who is the victim of sexual assault may not wish to report it to the police. The Institution respects a person's decision in this regard and will continue to provide information and support as required.

8.2.6 The SSO (students) or the Dean (staff) can provide support and assistance to any person who chooses to report an incident to the police. Reports to the police can be made in person at a local police station.

8.2.7 If a person decides not to formally report an incident to the police or have the matter investigated, she/he may choose to complete a Sexual Assault Reporting Option (SARO). A SARO questionnaire is not the same as making a formal report to police and will not initiate a criminal investigation. The primary purposes of a SARO is to make a record of what occurred, in addition to allowing the NSW Police Force to gather information on sexual offences and offending. SARO can also be used as a therapeutic tool during counselling programs.
https://portal.police.nsw.gov.au/adultsexualassault/s/sexualassaultreportingoption

8.2.8 Any staff member or student deemed at this stage to have violated section 7 of this policy in any way at this stage will be dealt with in accordance with standard MHE disciplinary procedures. In the first instance, the violator will be notified in writing that his or her behaviour was unacceptable, demanding an immediate change in behaviour and a sincere oral and/or written apology to any aggrieved persons. If the behaviour is not rectified within a reasonable time and the apology is not forthcoming, a warning letter will be sent.

8.2.9 Disclosures of any breach of this policy will be managed in a compassionate manner and any case under formal resolution will be managed promptly, fairly and confidentially, ensuring due process to all parties.

8.3 Formal Complaints

8.3.1 If mediation and conciliation do not resolve the issue, students may make an official complaint to the Dean and staff to the Human Resources Officer. As a minimum, this must explain in writing:

- His or her full name
- His or her contact details
- His or her student number or staff number
- the nature of the complaint
- who is accused
- when and where the alleged incident(s) occurred
- The outcome he or she seeks
- any other relevant information, including copies of relevant documents.

8.3.2 Attention will be given to minimising the number of times and number of people to whom one is required to recount their experience(s). All formal complaints will be treated promptly, respectfully and confidentially.

8.3.2 The Dean or Human Resources Officer will investigate the matter, which will include:

- Inviting the accused, the accuser and any witnesses to make oral presentations and answer questions, all of which will be recorded. The date and time of these presentations will be made known to all involved, which shall be no more than five working days after the date of the official complaint. Any person who does not attend and who does not inform the Dean or Human Resources Officer in advance of a valid reason for non-attendance may be subject to disciplinary action.
- Reviewing copies of documents which may constitute evidence of any breach of section 6 above.
- Reviewing footage of any security cameras in or around the campus at the time and place the incident took place.

8.3.3 Any person who makes a formal complaint has the right to stop the process at any time.

8.3.4 The Dean or the Human Resources Officer will formally request each person's presence in writing. This request will include notification of their rights and responsibilities. Throughout the process, all parties involved have the rights to:

- Full details of the nature of the investigation. In particular, an accused person will be informed of details of the accusation as soon as is practicable.
- Listen to all other parties' presentations.
- Dignity, fairness and respect.
- Privacy and confidentiality – no details of the incident will be revealed unless there are compelling grounds to pass details to the police or medical professionals.
- Have a friend or relative for moral support (names of these people should be supplied to the Dean or the Human Resources Officer not less than three days before the hearing) but not legal representation.
- Fair and just process. No participant in any complaint or appeal may be subject to victimisation or discrimination as a response to his or her involvement.
- The presumption of innocence until proven guilty – unless and until there is clear evidence that the incident took place, or the accusations are upheld:

  - The incident will be referred to with the adjective “alleged;”
  - The accused will not be referred to as “the guilty party,” “the perpetrator,” “the harasser” etc;
  - The accuser will not be referred to as “the victim,” “the harassed” etc.
- Freedom to decide which information if any to disclose or report.
- Be informed of relevant sources of support and assistance inside and outside MHE.
- regular and timely communication about the progress of the investigation, its outcome and any action taken in response.
- Be informed of the verdict, reasons for the verdict, and disciplinary action received.

8.3.5 The accuser, the accused and any witnesses will give oral testimony which will be recorded. These testimonies must not be interrupted and must be listened to respectfully by all people involved. Each party will be heard and treated as if their testimony is true. No judgement or blame may be expressed until all hearings are reviewed and the judgement is made. Any person present who interrupts, or who apportions blame or judgement before the Dean’s or Human Resources Officer’s decision is made known will be given a warning to stop and then, if he or she continues to act this way, may be evicted from the hearing. At the end of each person's testimony, the Dean or Human Resources Officer may ask any relevant questions of the people involved and the questions and answers will also be included in the recordings.

8.3.6 The Dean or Human Resources Officer will consider the evidence in confidence. A judgement will be made known to all parties involved no later than ten working days after the collection of evidence. The guilty party will be informed in writing of the disciplinary action, and a copy will be placed in their staff or student file.

8.3.7 Disciplinary action may include:

- For staff:
  - Demotion
  - Forced leave without pay
  - Transfer to a different work area
  - Termination or non-renewal of employment
- For students:
  - Formal counselling
  - Suspension from classes (which may include suspension from online classes) for up to six months
  - Banning from certain areas of the campus
  - Expulsion (which for overseas students may lead to cancellation of their student visa and deportation from Australia).

8.3.8 If an accusation is found to be baseless and there is evidence that it was made vindictively, jealously or maliciously, the same disciplinary action may be imposed on the accuser.

8.3.9 Students who experience victimisation, sexual assault or harassment are entitled to "soft intervention” as described in the Students at Risk Policy and Procedures and the student services described in the Student Wellbeing Framework.

8.4 Internal Appeals

8.4.1 Any staff member or student subject to disciplinary action has the right to internal and external appeal against such disciplinary action. Similarly, staff or students at MHE who feel that their experience of unacceptable behaviour has not been taken seriously may also appeal.

8.4.2 While any internal or external appeal process is pending, any disciplinary action imposed will cease to apply.

8.4.3 Students and staff may make internal appeals in writing to the CEO within twenty working days of the decision. This must include the same information as in the complaint as per section 8.3.1 above and especially highlight any relevant information or documents known to the appellant which were not considered for any reason in the earlier investigation.

8.4.4 The CEO will convene an Appeal Panel, comprising him/herself and two other appropriate people who were not involved in the original hearing. The Appeal Panel will inform all parties of the date to reconsider the allegation, which will not be more than five working days after the lodgement of the appeal.

8.4.5 The Appeal Panel will review any relevant details, which will include inviting the accuser, the accused and any witnesses to present oral testimonies within five working days. These recordings will be recorded. The Appeal Panel will also review the recordings made by the Dean or the Human Resources Officer as per section 8.3.5 above. All the rights in section 8.3.4 above also apply throughout the appeal process.

8.4.6 The judgement of the Dean or the Human Resources Officer will be deemed irrelevant.

8.4.7 In order for an appeal to be successful:

- The appellant must clearly state reasonable grounds for the appeal
- The appeal must be lodged within the time limits stipulated in section 8.4.3 above
- All communication from the Appeal Panel must be responded to appropriately

8.4.8 After the hearing, the Appeal Panel will deliberate and will issue a decision in writing to all parties involved within ten working days. The Appeal Panel may impose the same disciplinary action as described in section 7.3.7 above.

8.4.9 If the original decision is upheld, any disciplinary action imposed under the original decision will be reimplemented immediately. If the original decision is overturned, the Appeal Panel may issue a formal apology to the appellant and will amend the appellant's staff or student file to remove or amend the records of the case.

8.5 External Appeals

8.5.1 If the internal appeal still does not satisfy the staff member or student, appeals may be made to an external agency in accordance with MHE's Grievance Policy and Procedures as well as the policies and procedures of the external agency. Examples of appropriate agencies for external appeal include:

- For staff, SafeWork NSW
- The Australian Human Rights Commission
- Anti-Discrimination NSW
- For overseas students, the Overseas Students Ombudsman.

8.5.2 While this appeal is taking place, MHE will support that external agency in any relevant way and supply that external agency with any relevant evidence, including but not limited to:

- Copies of paper or electronic documents in MHE's possession which may constitute evidence of any breach of section 6 above
- Footage of any security cameras which may have been in operation at the time and place the alleged incident occurred
- Written statutory declarations from the accused, the accuser or any witnesses
- Recordings and/or transcripts of oral testimony given in sections 8.3.5 and 8.4.5 above.

8.5.3 If the earlier decision is upheld, the disciplinary action imposed under the initial decision will be reimposed immediately. If the earlier decision is overturned, there will be no further consequences for the accused staff member or student.

8.6 Review of Policy and Procedures

8.6.1 Individual disclosures and reports of sexual assault or sexual harassment will be collected and stored confidentially. It shall be accessible only by the Student Support Officer and Dean.

8.6.2 Anonymised data on disclosures and formal reports of sexual assault and sexual harassment will be collected to determine the effectiveness of MHE's response procedures for continuous improvement processes.

9. Relevant Legislation

- Age Discrimination Act 2004 (Cth)
- Australian Human Rights Commission Act 1986 (Cth)
- Disability Discrimination Act 1992 (Cth)
- Equal Opportunity Act 1984
- Fair Work Act 2009 (Cth)
- Racial Discrimination Act 1975 (Cth)
- Racial Vilification Act 1996
- Sex Discrimination Act 1984 (Cth)
- Work Health and Safety Act 2012 (NSW)
- New South Wales – Anti-Discrimination Act 1977

10. Policy Administration

Policy category	Governance
Policy owner	Board of Directors
Responsible officer	CEO and Dean
Approving authority	Board of Directors or authorised by the Delegations of Authority Register.
Contact officer	Administration
Approval date	18th March 2022
Commencement date	18th March 2022
Review date	Three years
Version	1.4
Related documents	Student Welfare Framework Students At Risk Policy and Procedures Staff Code of Conduct Student Code of Conduct Higher Education Standards Framework (Threshold Standards) 2015

11. Version Control

Version	Approval date	Approved by	Summary of changes

1.1	3rd December 2021	Board of Directors	
1.2	14th January 2022	Board of Directors	Modification and separation of the appeal process
1.3	18th March 2022	Board of Directors	Addition of a complaints process with titles of people involved and a timeline
1..4	10th August 2023	Board of Directors	Replaced Student Counsellor with Student Support Officer Replace Human Resources Manager with Human Resources Officer to be consistent with the Workforce Plan

12. Benchmark / References

- Sex Discrimination Act 1984
  https://www.legislation.gov.au/Details/C2014C00002
- Australian Human Rights and Equal Opportunity Commission
  https://humanrights.gov.au/our-work/sexual-harassment-workplace-legal-definition-sexual-harassment
- Sex Discrimination Legislation in the States and Territories (Parliament of Australia)
  https://www.aph.gov.au/About_Parliament/Parliamentary_Departments/Parliamentary_Library/pubs/rp/rp9899/99Rp17
- The Institute of International Studies
  https://tiis.edu.au/tiis-policies/
- Western Sydney University
  https://policies.westernsydney.edu.au/document/view.current.php?id=103
- Macquarie University
  https://policies.mq.edu.au/document/view.php?id=83
- Kent Institute
  Student Non-Academic Misconduct Policy – KOI
- Kings Own Institute
  Student Non-Academic Misconduct Policy – KOI
- The Institute of International Studies
  Preventing and Responding to Sexual Assault and Sexual Harassment (tiis.edu.au)