Harassment, Bullying and Discrimination Policy

Addressing harassment, bullying and discrimination is a priority for Griffith University, as it is committed to providing a safe, supportive and inclusive environment for all students and staff. This policy outlines the University's approach to managing allegations of harassment, bullying and discrimination.

[Introduction] [Scope] [Application] [Delegations]

1. INTRODUCTION

Griffith University is committed to a policy of equality of opportunity and valuing of diversity in employment and education. The University recognises the right of all students and staff to work and study in an environment free from harassment, bullying and unlawful discrimination.

Harassment is defined as behaviour that is directed at an individual or group of students or staff and which is:

- Offensive, belittling, humiliating, intimidating or threatening; and
- Unwelcome and unsolicited; and
- Of the type that:
  - Is usually unreciprocated;
  - Can usually be expected to be repeated;
  - Makes the work or study environment unpleasant, humiliating or intimidating for the individual or group;
  - Can make it difficult for effective work or study to be done.

This policy is designed to provide an overview of the University's approach to managing allegations of harassment, bullying and discrimination.
and this occurs in circumstances where a reasonable person would have expected that the
behaviour was going to be offensive, humiliating or intimidating.

Harassment may be sexual in nature or based on gender, race, disability, sexual preference
or a range of other factors listed in the Queensland Anti-Discrimination Act (1991). In this
policy harassment also includes workplace harassment, or bullying, which is described as the
repeated less favourable treatment of a person by another or others in the workplace, which
may be considered unreasonable and inappropriate workplace practice. It includes behaviour
that intimidates, offends, degrades or humiliates.

Discrimination occurs when a person is treated less favourably than another person
because of certain attributes (direct discrimination), or when a requirement that is the same
for everyone has an unfair effect on some people because of an attribute, such as race,
pregnancy, gender, disability (indirect discrimination). The grounds under which discrimination
is unlawful and on which discrimination in this policy is based are stated in the Queensland

2. SCOPE

This policy applies to all staff, students and visitors at Griffith University.

3. APPLICATION

Harassment or bullying of or discrimination against staff or students by any member of the
University community is unacceptable and contrary to the educational and employment
policies of the University.

All forms of harassment, bullying and discrimination are of concern as the behaviour may:

• create an intimidating hostile, offensive or distressing work or study environment;
• adversely affect the performance of individual staff or students;
• adversely affect a person’s admission into a program or progress within a program;
• adversely affect an individual’s recruitment, level of appointment, promotion and progress
opportunities;
• adversely affect an individual’s access to and participation in the range of educational
opportunities, support services, social and recreational facilities provided by the University;
• adversely reflect on the integrity and standing of the University;
• cause the University as an employer and an educational institution to be exposed as being
vicariously liable.

The University aims to eliminate harassment, bullying and unlawful discrimination from
its campuses. The DVC and Provost is the senior officer responsible for supervising the
management of this program of activity, which includes:

• educating students and staff about acceptable behaviour at work and in an educational
environment;
• promptly, effectively and confidentially addressing complaints of harassment;
• actively encouraging appropriate behaviour by those in positions of authority, that is, supervisors, managers and teaching staff;
• providing appropriate and effective processes, structures and resources to prevent and address issues of harassment and discrimination.

**General Principles**

Reports and complaints of harassment, bullying and discrimination will be treated seriously by the University and will be investigated promptly in a thorough and confidential manner ensuring that complainants and witnesses are not victimised. The principles of natural justice apply and will guide the application of this policy and associated procedures.

The complaint resolution process is carried out in good faith and complaints that are frivolous, vexatious, misconceived or lacking in substance will be rejected if a preliminary investigation of the facts indicates this. The University may initiate disciplinary procedure investigations immediately in response to allegations of conduct or behaviour that may be misconduct.

The University will ensure that staff, students and members of the University community are informed of this policy and their responsibilities in ensuring that it is upheld, and that managers and other supervisory staff are aware of their particular responsibilities in the prevention and resolution of complaints of harassment, bullying and discrimination.

Guidelines for the Prevention and Resolution of Grievances and Resolution of Staff and Student Complaints of Harassment Procedures, Bullying & Discrimination for have been developed and published in separate documents.

**4. DELEGATIONS**

The DVC and Provost is responsible for the oversight of strategic direction and policy related to equity, diversity and prevention and resolution of harassment, bullying and discrimination within the University. Accountability for ensuring that equal employment opportunity and student access and equity are implemented at element level rests with senior managers. This includes responsibility for ensuring that harassment, bullying and discrimination are prevented or dealt with effectively and promptly if they occur.