



Part 1: Code of Conduct

Riawunna seeks to provide an environment within the University of Tasmania, where all students can feel comfortable and safe. All users of Riawunna's services and facilities must therefore abide by a code of conduct based on University policy and agreed to by the student body.

All who use the facilities at Riawunna are entitled to do so peacefully and without harassment or discrimination, no one should be made to feel threatened by the actions or comments of another, either direct or implied. The terms 'Harassment' and 'Discrimination' as used in this document, are as defined by the University of Tasmania's Harassment and Discrimination Policy, outlined in part two of this document.

Harassment or Discrimination on the part of or directed at either students or staff of Riawunna or the broader University is inappropriate and therefore will not be tolerated. Such incidents should be reported and will be dealt with according to the University of Tasmania's Harassment and Discrimination Policy¹.

Inappropriate behaviour, especially abusive behaviour both verbal and physical will not be tolerated; such behaviour may result in an individual being excluded from using Riawunna's facilities and/or entering the premises. In some cases individuals may be excluded from the entire University of Tasmania.

While staff at Riawunna will listen to the concerns of all those who use the Centre, disputes or conflicts originating outside of Riawunna and unrelated to its use and facilities, should remain outside Riawunna. No one should feel threatened or intimidated at the Centre. It is a condition of entry to this facility that the terms of this code of conduct be accepted.

¹ http://www.admin.utas.edu.au/hr/eoo/hd_policy.pdf

Part 2: Harassment and Discrimination Policy

2.1 General

Harassment includes intrusive or inappropriate questions or comments about a person's private life; unwanted written, telephone or electronic message; promises or threats relating to a person's status in the workplace or as a student; physical violence or the threat of physical violence. Harassment may occur as a single incident or a series of incidents. It is impossible to identify all forms of harassment. However, some forms of harassment are:

- Displaying or distributing of pictures, posters, poems, publications, computer images or programs or other audio-visual material that are offensive and/or obscene;
- stereotyping, that is, assumptions about an individual's group behaviour, values, culture or abilities;
- asking questions about a person's private life or teasing about a person's alleged political or religious activities or other aspects of private life;
- making repeated and unnecessary reference to a person's racial or cultural background;
- making practical and/or verbal jokes based on race, sex, gender, or disability;
- making unjustified and unnecessary comments about a person's work or capacity for work;
- making derogatory references to a person's sexuality, race, disability, marital status, pregnancy, family responsibilities, political or religious associations, accent or manner of speech;
- using term of endearment that the recipient finds objectionable;
- humiliating a person with a disability or their associate.

Forms of behaviour, which may initially appear mild or trivial, can constitute severe harassment in staff/student or employer/employee relationships where there is inequality of personal or employment status.

2.2 Sexual harassment

Sexual harassment is defined as including unwelcome sexual advances, unwelcome requests for sexual favours and unwelcome conduct of a sexual nature but does not include normal mutual attraction between two persons. This definition makes it clear that sexual harassment includes a wide range of behaviour of a sexual nature, which causes distress to another person. It may include behaviour of a nature which may be acceptable or even welcome in other contexts, e.g. between friends in a social context which is inappropriate at work or in an educational environment.

2.3 Racial harassment

Racial harassment is an action which is reasonably likely to offend, insult, humiliate or intimidate and which is done because of the race, colour or national or ethnic origin of the person offended.

2.4 Disability* harassment

Disability harassment is an action which is reasonably likely to offend, insult, humiliate or intimidate and which is done because of the disability of the person offended or the disability of a person associated with the person offended.

2.5 Discriminatory harassment

Discriminatory harassment can be where the behaviour or acts are directed against individuals or groups which are experienced as distressing, insulting, offensive, demeaning, humiliating, intimidating or which create an environment conducive to harassment.

3: Discrimination

3.1 General

In general terms, discrimination is any practice which makes distinctions between individuals or groups on grounds other than merit so as to disadvantage some and to advantage others. The discrimination may be on the basis of sex, disability or race or private life, i.e. Religious or political conviction or sexual preference, or the characteristics generally attributed to persons of particular attributes or convictions.

3.2 Direct discrimination

Direct discrimination on the part of an educator or employer involves treating a person less favourably than someone else because of particular characteristics, attributes or status. Direct discrimination can occur regardless of the perpetrator's motive and whether or not he or she is aware of the discrimination or considers the treatment less favourable. If one of the reasons for the less favourable treatment involves considerations of particular characteristics, attributes or status, the action will be unlawful discrimination even if that reason was not the dominant or substantial reason. Some forms of harassment may amount to discrimination.

3.3 Indirect discrimination

Indirect discrimination refers to a situation where a policy or practice which appears to be neutral or fair because it treats everyone in the same way, results in a particular person or group being adversely affected or disadvantaged. In order to constitute unlawful indirect discrimination, the particular policy or practice must be unreasonable in the circumstances. In addition for disability discrimination, the requirement makes compliance for a person with a disability practically impossible and the person is at an unreasonable disadvantage compared to people without a disability.

3.4 Disability discrimination

Disability discrimination can include treating a person associated with a person with a disability less favourably than a person not associated with a person with a disability. It can also occur when a person with a disability, or a person associated with a person with a disability, is treated less favourably

because of a disability aid (e.g. palliative and therapeutic devices and auxiliary aids, interpreters, readers and assistants, guide dogs, hearing assistance dogs and trained animals).