

Examples of Inappropriate Behaviour

5.1 Disruptive behaviour

It may include (but is not limited to):

- Inappropriate or inordinate demands for workspace, time and/or attention
- Inappropriate behaviour in classes or meetings such as calling out, distracting others by talking, monopolising discussions, unreasonable constant questioning or interruptions
- Raising one's voice or acting with aggression during a meeting or when working with others
- Inappropriate use of equipment or materials
- Wilfully ignoring others
- Inappropriate behaviour arising from the consumption of alcohol or illicit drugs

5.2 Unlawful discrimination

Examples of direct discrimination include (but is not limited to):

- Refusing to employ or promote a person because of their age
- Mocking, teasing or harassing a person because of their disability
- Giving a person a lesser (or no) pay increase because they are about to commence maternity leave

Examples of indirect discrimination could be (but is not limited to):

- Requiring a group of people to attend a training or study event that is held on a day of great religious significance to some people
- Regularly holding staff meetings at school drop off or pick up times

5.3 Other prohibited conduct (which offends, humiliates, intimidates)

Examples of this prohibited conduct may include (but is not limited to):

- Mocking or teasing someone because of their disability
- Deliberately embarrassing a colleague who is expressing milk for the purposes of breastfeeding their child
- Making inappropriate comments to a person who needs to leave a tutorial early to collect their child from care
- Emailing or using social media to send jokes to someone about a particular racial group, to which that person belongs

5.4 Vilification

Vilification may include (but is not limited to):

- Publishing claims that a racial or religious group is involved in serious crimes without any proof
- Repeated and serious verbal remarks about the race or religion of another person
- Encouraging people to hate a racial or religious group using flyers, stickers, posters, speech or publication, or using websites or email

5.5 Bullying

Bullying may include (but is not limited to):

- Abusive, insulting or offensive language or comments
- Unjustified criticism or complaints
- Deliberately excluding someone from workplace activities
- Withholding information that is vital for effective performance
- Setting unreasonable timelines or constantly changing deadlines; or
- Spreading misinformation or malicious rumours

5.6 Victimisation

Examples of victimisation include (but is not limited to):

- A student sending a rude and aggressive note to another student because that student has complained about the behaviour of a friend of theirs
- A supervisor humiliating a staff member because that staff member gave evidence in support of a colleague in relation to a complaint against the supervisor

5.7 Vexatious, malicious and/or frivolous complaints

A complaint is vexatious, malicious or frivolous where the complaint is:

- without merit, misconceived or lacking in substance
- intended to cause harm
- dishonest or contains intentionally misleading information; or
- pursued in an unreasonable manner

5.8 Sexual misconduct

Sexual misconduct is used to describe both sexual harassment and sexual assault. Examples of sexual harassment may include (but is not limited to):

- Staring or leering at a person in a sexual manner
- Standing deliberately too close to someone or deliberately brushing against someone as you walk past
- Displaying pornographic or sexually explicit material (posters, screen savers etc)
- Sending sexually explicit emails, SMS messages

- Inappropriate advances on social networking sites
- Sexual insults or taunting
- Requests for sex or repeated unwanted requests to go out on dates
- Making promises or threats in return for sexual favours
- Intrusive questions or remarks about a person's sexual activities

Examples of sexual assault may include (but is not limited) to:

- Two people in a relationship start engaging in sexual activity but Person A changes their mind and asks to stop. Person B refuses to stop and forces sexual activity
- A student taking advantage of another intoxicated student at a party by encouraging them back to their room and engaging in sexual activity when the student is unable to give consent due to being affected by alcohol
- A research supervisor manipulates a student to engage in sexual acts in exchange for better marks
- A staff member who has been continually making advances towards another staff member proceeds to force themselves onto that staff person while they are alone in a meeting room, attempting to kiss and touch them under their clothing