



University Behaviour Policy

Responsible Officer	Provost
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Relevant Legislation, Ordinance, Rule and/or Governance Level Principle	<i>Fair Work Act 2009 (Cth)</i> <i>Work Health & Safety Act 2012 (Tas)</i> <i>Workers Rehabilitation & Compensation Act 1988 (Tas)</i> <i>Criminal Code Act 1924 (Tas)</i> <i>Police Offences Act 1935 (Tas)</i> <i>Crimes Act 1900 (NSW)</i> <i>Anti-Discrimination Act 1998 (Tas)</i> <i>Anti-Discrimination Act 1997 (NSW)</i> <i>Racial Discrimination Act 1975 (Cth)</i> <i>Sex Discrimination Act 1984 (Cth)</i> <i>Disability Discrimination Act 1992 (Cth)</i> <i>Australian Human Rights Commission Act 1986 (Cth)</i> <i>Age Discrimination Act 2004 (Cth)</i> Any regulations associated with the above Ordinance 8 – Student Complaints Ordinance 21 – Student Behaviour and Conduct
Responsible Organisational Unit	Provost

Contents

1	Purpose	2
2	Scope	2
2.1	Who does this policy apply to?	2
2.2	Where does this policy apply?	2
3	Our University community	2
4	Appropriate behaviour and expectations	3
4.1	Our University values	3
4.2	Professional behaviour and conduct expectations	4
5	Unacceptable behavior and conduct	6
5.1	Disruptive behaviour	6
5.2	Unlawful discrimination	6
5.3	Other prohibited conduct (which offends, humiliates, intimidates)	7
5.4	Vilification	8
5.5	Bullying	8
5.6	Victimisation.....	10
5.7	Vexatious, malicious and/or frivolous complaints	11
5.8	Sexual misconduct.....	11
6	Making a disclosure and making complaints of sexual misconduct	13
7	Other matters.....	14
8	Responsibilities under this policy	15
9	Supporting documentation	16
10	Definitions	16
11	Versioning.....	17

1 Purpose

The purpose of the *University Behaviour Policy* is to:

- set out the values, standards and expectations for appropriate behaviour that characterise and apply to our University community; and
- be clear about the behaviours and conduct that are not accepted by our University community.

2 Scope

2.1 Who does this policy apply to?

- all employees of the University;
- members of University Council and its committees;
- contractors and consultants engaged by the University,
- adjunct and clinical title holders;
- volunteers,
- visitors and agents of the University; and
- all students at the University

(together “**our University community**” or “**University community members**” or “**our community**”).

This policy seeks to acknowledge the diversity of our community, including the experiences, needs and perspectives of all our members, regardless of gender, gender identity, intersex status, sexual orientation, race, religion, cultural background or disability.

2.2 Where does this policy apply?

This policy applies to University community members engaged in any activity on University premises and campuses, including (but not limited to) University residential accommodation.

It also applies to activities that extend or occur away from University premises or campuses that are reasonably connected to the University and our activities, including (but not limited to) field trips, University-related social activities, student placements and exchanges, student or study-related camps, and to behaviour and conduct that takes place via electronic communication (including social media) and in virtual environments.

3 Our University community

This policy recognises universities are a distinct form of community.

Our University community members work and study in close proximity, regularly interact and often depend on one another, requiring high levels of trust and respect.

People are the heart of our community. We want you to be safe, feel valued and actively contribute to our mission. We also want you to thrive.

Our University is committed to a values-based culture. When members of our community behave in a manner that is not aligned to this culture, our focus will be on early intervention and restoration, providing an opportunity to understand the implications of

inappropriate behaviour and to rebuild responsibility and accountability (referred to as a “restorative approach”).

In circumstances where the inappropriate behaviour is of a more serious nature and risks to health and safety are apparent, we will act swiftly and decisively to ensure safety for our community and to maintain our values-based culture.

4 Appropriate behaviour and expectations

4.1 Our University values

As members of the University community, we subscribe to the fundamental values of respect and self-respect, fairness and justice, integrity, trust and trustworthiness, responsibility and honesty (*UTAS Statement of Values*).

We expect the behaviour of all University community members to be consistent with these values, as explained below.

Behaviour that is inconsistent with our University values is considered to be inappropriate behaviour. In some circumstances, it may be serious misconduct, unlawful behaviour or a criminal act.

Maintenance of academic freedom is a principle value of the University, as supported by a *Governance Level Principle “Academic Freedom”* and in policy. The provisions in this behaviour policy do not seek in any way to limit that. In conduct between members of the University, this policy establishes expectations consistent with the collegial and community nature of a University which is itself the foundation of the ability to have academic freedom.

Respect and self-respect

Respect is valuing others, their difference and diversity and also oneself. It is acknowledging Aboriginal culture and heritage and the traditional custodianship of the lands on which the University is located. A respectful community begins with being a safe community.

Our University community is characterised by behaviour where we:

- do not tolerate any forms of unlawful discrimination, bullying or sexual misconduct;
- behave and communicate in a manner that does not degrade or humiliate or unreasonably offend;
- respect each other’s ideas and contributions;
- promote collegiality and work collaboratively to achieve outcomes.

Fairness and justice

Fairness celebrates and values diversity and shows respect for differences between people. Justice is demonstrated through openness and impartiality in the conduct of our study and work.

Our University community is characterised by behaviour where we:

- are inclusive and treat everyone equitably, consistently and appropriately;
- exercise power fairly and transparently; and
- enable all our members to access opportunities that allow for the development of their full potential.

Integrity

Integrity involves acting with honesty and professionalism in our activities – teaching and learning, research and administrative functions.

Our University community is characterised by behaviour where we:

- adhere to University policies, procedures, ordinances, rules;
- disclose and appropriately manage all conflicts of interest;
- are straightforward, sincere and transparent in our dealings; and
- undertake our work with diligence, acknowledging the input of others.

Trust and trustworthiness

Trust is fundamental in teamwork and our collaborations. By behaving honestly and fairly and providing others with opportunity to contribute, we achieve the trust and confidence of our fellow community members. Trustworthiness is being able to rely on others and oneself.

Our University community is characterised by behaviour where we:

- demonstrate and encourage open communication;
- cooperate and rely on our colleagues and fellow students to achieve agreed outcomes in a timely manner;
- provide support to our fellow community members; and
- know when it is appropriate to share information with others inside and outside our community.

Responsibility

Responsibility is about taking ownership of our actions and inactions and being held accountable for our behaviour.

Our University community is characterised by behaviour where we:

- acknowledge when we have done wrong and take action to correct it;
- identify and report all workplace health and safety risks or security incidents, and compliance breaches; and
- contribute to our University's sustainability – social, economic and environmental.

Honesty

To be honest is to be truthful and sincere in our intentions and actions.

Our University community is characterised by behaviour where we;

- do not engage in fraud, corruption or illegal acts;
- communicate openly and transparently;
- acknowledge the work and contribution of others; and
- provide accurate and timely feedback to our fellow colleagues and students.

4.2 Professional behaviour and conduct expectations

To be a community that upholds and lives our values day-to-day we need to engage with each other in a respectful and professional way.

Staff/Student personal relationships

The relationship between staff and students is based on mutual respect and trust. Students rely on staff to deliver quality academic teaching and supervision, and to support them in their studies, research and University life.

A close personal or intimate relationship between staff and students with whom the staff member has a direct teaching, research or administrative professional relationship is not appropriate. It compromises the position of mutual respect and trust and there is considerable power imbalance between staff (as a student's supervisor) and a student.

If a close personal or intimate relationship develops between a staff member and a student, it needs to be declared in accordance with the Conflict of Interest Policy and Conflict of Interest Procedure. Appropriate management strategies are required to be put in place to avoid or mitigate the risks of power imbalance or other consequences, for example, changing the supervisor on a project or arranging for a colleague to assess work.

Staff/Staff Personal Relationships

Similarly, a close personal or intimate relationship between staff, with whom there is a direct line management responsibility (or other relevant professional relationship) needs to be declared and managed in accordance with the Conflict of Interest Policy and Conflict of Interest Procedure.

The University does not tolerate coerced or exploitative relationships for any of our University community.

Interpersonal conflict

Sometimes conflict between University community members exists, for a variety of reasons.

Interpersonal conflict is not of itself inappropriate behaviour, however in the interests of resolving this conflict as quickly as possible, benefiting all parties, the University expects its community members to openly communicate and resolve concerns together in a calm, respectful and professional manner.

Where interpersonal conflict involves or develops into inappropriate behaviour, community members are encouraged to seek advice to resolve the issue or concern informally. Formal avenues for resolution are also available. The University Behaviour Procedure explains the process for informal and formal resolution.

Speaking up

We expect our University community members to speak up and raise concerns or report incidents of inappropriate behaviour.

As community members, we need to hold each other accountable for our actions and actively support those who experience inappropriate behaviour which breaches this policy, when it is safe to do so.

This may include (but is not limited) to:

- Reporting incidents of bullying by a colleague to a manager, lecturer, Human Resources or the Safe and Fair Community Unit, as appropriate.
- Supporting a fellow student during a tutorial when you witness another student making racist comments to them.
- Seeking assistance from security or others if you are concerned that an intoxicated person is being sexually harassed or sexually assaulted at a party.

- Raising a concern or suspicion of fraudulent activity to your manager or to the Director of Audit and Risk.

5 Unacceptable behavior and conduct

Certain behaviour and conduct (set out in this policy) is not accepted in our University community. In some cases, certain behaviour and conduct may be serious misconduct, unlawful, or even a criminal act.

A community member engaging in unacceptable behaviour and conduct may face consequences for their employment, engagement, appointment and/or study continuation, as applicable.

For employees, such consequences may include termination of employment. For students, such consequences may include termination of their studies.

Community members alleged to have engaged in inappropriate behaviour may be the subject of a complaint in accordance with the University Behaviour Procedure. They could also be exposed to personal liability under applicable legislation.

5.1 Disruptive behaviour

Disruptive behaviour refers to any behaviour that negatively impacts on the ability of others to study, work or take part in other activities of the University.

It may include (but is not limited to):

- Inappropriate or inordinate demands for work space, 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.
- Willfully ignoring others.
- Inappropriate behaviour arising from the consumption of alcohol or illicit drugs.

5.2 Unlawful discrimination

Our University community does not unlawfully discriminate against any other community members.

Unlawful discrimination means treating a person or group less favourably on the basis having a particular characteristic or attribute (known as protected attributes) which are prescribed under State or Federal legislation.

Unlawful discrimination can occur in a single event or be repeated behaviour.

Contravention of this legislation is unlawful. Unlawful discrimination can lead to personal liability for a University community member and vicarious liability for the University.

Assumed attributes

A person can be subjected to unlawful discrimination based on an assumption they have a protected attribute, even if they do not.

For example, it is unlawful to discriminate against a person because they have a particular sexual preference. It is also unlawful to discriminate against a person on an assumption the person has a particular sexual preference.

Intention is irrelevant

Intention is irrelevant when it comes to discrimination. This means it is irrelevant whether or not the person engaging in the behaviour intends to discriminate or is aware the recipient of the behaviour does not like it.

Discrimination can be direct or indirect

Discrimination may take the form of either direct or indirect discrimination.

Direct discrimination occurs when a person treats or proposes to treat another person unfavourably because of one or more protected attributes.

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.

Indirect discrimination occurs if a person imposes or proposes to impose a requirement, condition or practice:

- that on the surface may appear neutral;
- that has, or is likely to have, the effect of disadvantaging a person or persons who have a particular protected attribute; and
- the requirement, condition or practice is not reasonable.

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)

Our University community does not behave in a way which offends, humiliates or intimidates other community members, on the basis of certain protected attributes.

This includes, offending, humiliating, intimidating, insulting or ridiculing a person on the basis of their race, age, sexual orientation, lawful sexual activity, gender and gender identity, intersex, marital and relationship status, pregnancy and breastfeeding, parental status and family responsibilities, and disability.

This conduct is based on circumstances in which a reasonable person would have anticipated that the person would be offended, humiliated, insulted, ridiculed or intimidated.

This conduct is also unlawful under legislation.

Generally, this conduct is not unlawful if it is a public act done in good faith for academic, artistic, scientific or research purposes or any purpose in the public interest.

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

- Mocking or teasing someone because of their disability.
- Deliberating 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

Our University community does not vilify any other community members.

To vilify a person or group of persons is a public act that incites hatred, serious contempt or severe ridicule towards that person or group of persons on the basis of race, disability, sexual orientation, religious belief, affiliation or activity; gender identity and intersex status and also HIV/AIDS status.

Vilification can take many forms including hate speech, verbal abuse, graffiti, online conduct and distribution of propaganda or forms of literature.

It is unlawful under State and Federal legislation and in NSW it is a crime.

Vilification must occur in public, which includes the University.

Matters that take place during private conversations may not be considered vilification but could amount to other inappropriate behaviour.

Generally, vilification is not unlawful (in the case of race or ethnic origin or religion) if it is done reasonably and in good faith and/or in the course of a genuine academic, artistic or public discussion, publication or debate.

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, a speech or publication, or using websites or email.

5.5 Bullying

Our University community does not bully any other community members.

Bullying is repeated, unreasonable behaviour directed towards one or more persons, which creates a risk to health and safety.

Bullying is a health and safety hazard and has the potential to seriously damage people's lives, careers and reputations, and create toxic workplace or learning environments.

Bullying can occur unintentionally. A person's intention or motive is not relevant when determining whether the alleged behaviour constitutes bullying.

It can lead to personal liability and even criminal sanctions under applicable workplace health and safety legislation.

Unreasonable behaviour

Unreasonable behaviour is behaviour which a reasonable person, having regard to all the circumstances, would expect to victimise, humiliate, undermine or threaten the recipient of the behaviour.

It can include actions of individuals or a group. Aiding, abetting, encouraging or condoning other University community members to engage in bullying is likely to also constitute 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

What is not bullying

"Reasonable management action" is not bullying. This can include:

- setting reasonable performance goals, standards and deadlines in consultation with staff;
- transferring a staff member for legitimate operational reasons;
- deciding not to promote a staff member, following a fair and documented process;
- performance management processes; and
- implementing organisational changes or restructuring.

Similarly, academic staff have a right to instruct students in their studies and to provide feedback on their performance.

"Reasonable academic action" can include:

- setting reasonable standards of work for students;
- fairly scheduling classes and deadlines;
- informing a student of their performance in a constructive and consistent way; and
- informing a student about inappropriate behaviour or unsatisfactory conduct in accordance with this policy.

Further, having a mere difference of opinion or a personality clash with someone else in the University community does not (of itself) mean bullying is occurring.

Single incidents

Single incidents of unreasonable behaviour will not usually constitute bullying. However, single incidents of such behaviour may still constitute inappropriate behaviour – including discrimination, sexual harassment, vilification or victimisation.

Responsibility for reporting and dealing with bullying

All University community members have a legal duty under work health and safety legislation to not only ensure they do not engage in bullying but to also take appropriate action in response to bullying.

The *University Behaviour Procedure* sets out the process for reporting or making a complaint about inappropriate behaviour, including bullying.

5.6 Victimization

Our University community does not victimise any other community member.

Victimisation occurs when a community member who has made a complaint or who acts as a witness or support in relation to the complaint, is threatened or harassed by others involved in the complaint.

Victimisation can include physical, visual, verbal and non-verbal behaviour, and includes electronic communication or online conduct.

Victimisation is unlawful under anti-discrimination legislation.

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.

A person may be found liable for victimisation even though the original allegation is not proven.

For example, even if an original complaint of bullying is not substantiated, it may constitute victimisation for a lecturer to give a student a poor assessment because that student previously made a complaint against the lecturer.

A person does not have to be the subject of the complaint to have victimised another person, so long as the victimisation is because of a complaint against a person.

For example, it is victimisation if a manager refuses to provide work to a staff member who has made a complaint of sexual harassment against another staff member in the workplace, if the reason for not providing the work was the making of the complaint.

5.7 Vexatious, malicious and/or frivolous complaints

Our University community does not make vexatious, malicious or frivolous complaints regarding inappropriate behaviour of other community members.

Complaints often have a detrimental impact on those involved, both personally and professionally.

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.

'Unreasonable manner' includes one or more of the following behaviours:

- unreasonable persistence, demands, arguments;
- unreasonable lack of co-operation;
- displaying confronting behaviour for example rudeness or aggression;
- threats or harassment; or
- displaying manipulative or overly ingratiating behaviour.

5.8 Sexual misconduct

Our University community does not engage in sexual misconduct.

In this policy, "sexual misconduct" is used to describe both sexual harassment and sexual assault.

Sexual misconduct is prohibited in our University community. We take this behaviour very seriously and have a zero tolerance for it.

Our priority is to ensure a complainant of sexual misconduct is provided with appropriate support and guidance and is safe.

Sexual harassment

Sexual harassment is any unwanted or unwelcome sexual behaviour or conduct, which makes a person feel offended, humiliated, insulted, ridiculed or intimidated - in circumstances in which a reasonable person would have anticipated that the person would be offended, humiliated, insulted, ridiculed or intimidated.

Sexual harassment can take many forms. It can be obvious or indirect, physical or verbal, via online and be a one-off occurrence or ongoing. Intent or motive is irrelevant.

For behaviour to constitute sexual harassment, it is not necessary for the person who has been harassed to have told the harasser that the behaviour was unwanted or unwelcome.

Sexual harassment is unlawful under State and Federal legislation.

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

Sexual assault

The term sexual assault covers a range of sexual acts (or attempted acts) directed towards or committed upon another person, without their consent.

It includes both penetrative and non-penetrative sexual acts performed with any part of the body or with an object. It includes rape and unwanted sexual behaviour such as kissing or touching.

Sexual assault is a criminal offence and the University encourages and will support community members to report this matter to police.

Consent

Consent has a specific legal meaning but in general terms, it means to agree freely.

A person cannot give free agreement where they are:

- bullied, threatened, manipulated or tricked;
- asleep, unconscious or so affected by drugs or alcohol as to be unable to form a rational opinion;
- overborne by the nature or position of another; or
- if they are silent (ie do not say or do anything to communicate consent)

Consent can be revoked at any time. This means that even though a person may have initially consented to sex, they can change their mind during sex.

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.

6 Making a disclosure and making complaints of sexual misconduct

Choice as to options

A person who is personally subject to sexual misconduct has a choice as to their disclosure and complaint and/or reporting options.

Making a disclosure

A disclosure is simply telling or advising someone. You may not wish to take any other action.

The University is committed to supporting its community members who disclose incidents of sexual misconduct. Support services are available to all community members, including counselling and access to an employee assistance program. There may also be consideration of your study and performance obligations.

Disclosures can be made to anyone in our University community. There is also an ability to make a disclosure via an online reporting site.

Disclosures will be treated confidentially wherever possible. Sometimes the University:

- may need to take appropriate action if there appears to be an imminent risk to the health and safety of the person making the disclosure, or other community members (particularly if there are other disclosures naming the same alleged perpetrator);
- may also need to inform key personnel within the University (only on an as required basis), who will treat the information with sensitivity; and
- in some cases, mandatory reporting obligations for sexual assault will mean that the University is legally obligated to report a matter to external authorities, such as police. The University will advise if this is required and includes incidents that occur in NSW and those that involve a child.

De-identified disclosure information will be maintained by the University for identifying trends and monitoring the prevention and response to sexual misconduct in our community.

Anonymous disclosures of sexual misconduct can be made via an online reporting site. The ability for the University to provide support, ensure safety or take any action, will be limited however.

Making a complaint

A complaint is a formal process that means you wish action to be taken against the alleged perpetrator.

It is the choice of the complainant whether they make a complaint to the University about sexual misconduct. Complaints can be made to the Safe and Fair Community Unit.

The University Behaviour Procedure sets out the process that applies to complaints of sexual misconduct.

Allegations of sexual misconduct against a university community member will be investigated and action taken in accordance with the University Behaviour Procedure, University Staff Agreement or Ordinance 21 Student Behaviour and Conduct, as may be relevant.

The University is only able to investigate whether a person has engaged in sexual misconduct in breach of this policy. We will not investigate or determine whether a civil wrong in the case of sexual harassment, or a criminal act, in the case of sexual assault, has occurred. These matters can only be determined by an external process.

The University will determine whether on the balance of probabilities, the community member has breached this policy, that is, the inappropriate behaviour more likely than not did occur.

Report to police or external agency

A complainant or witness to sexual assault are encouraged to report the matter to the police. Sexual assault is a crime.

A complainant of sexual harassment may make a complaint to the Tasmanian Equal Opportunity Commission (or equivalent) or the Australian Human Rights Commission, regardless of whether a disclosure and/or complaint has been made to the University.

Parallel proceedings

Where a matter has been reported to police or an external agency and is undergoing a criminal investigation or other process, the University will exercise its discretion as to whether to not to proceed with their own investigation or may suspend investigation, seeking advice from police or external agency as appropriate.

Where an investigation is suspended, appropriate support and guidance will continue to be provided to the complainant. Where necessary, the University will also put in place safe arrangements, ensuring the safety and wellbeing of our community members.

Following the conclusion of a police or other investigation and/or a criminal justice process, the University may choose to conduct an investigation in accordance with the University Behaviour Procedure.

Sexual misconduct involving third parties

Generally, we are unable to conduct investigations into sexual misconduct involving alleged perpetrators outside the University community.

Regardless of whether the University can undertake an investigation, University community members are encouraged to utilise support services, and guidance on reporting options, including police, can be provided.

7 Other matters

Seeking assistance or raising a concern or complaint

University community members who believe they have experienced or witnessed behaviour that is inconsistent with the expected behaviour set out in this policy, or those behaviours which are not tolerated, are encouraged to make a report to the Safe and Fair Community Unit.

Behaviour Contact Officers are also available to assist community members with behavioral concerns.

The University Behaviour Procedure sets out the process for raising a concern or making a complaint about a University community member who exhibits or engages in inappropriate behaviour.

Wherever possible, we will focus on a restorative process to realign behaviours, or in more serious cases, “make safe” arrangements will be the priority and immediate action may be necessary.

External reporting

University community members may also report incidents or make a complaint to an external agency, as set out in the *University Behaviour Procedure*.

Impact upon study or work performance

Where a University community member has been impacted directly from inappropriate behaviour (for example if they are a complainant of sexual assault or bullying), they may ask the University to take this into consideration in respect to their study or work performance and expectations. Any concessions or adjustments will be at the discretion of the University.

Performance under this policy

The University will periodically report incidents of inappropriate behaviour under this policy to management and to University Council.

This information, which will be de-identified, will assist in measuring our performance in maintaining our University community values and will support continuous improvement initiatives.

8 Responsibilities under this policy

University community members

- Familiarise themselves with the terms of this policy
- Understand, support and act in accordance with the positive behaviours outlined in this policy
- Not engage in behaviour or conduct in breach of this policy
- Report incidents of inappropriate behaviour to the Safe and Fair Community Unit
- Support other community members who have experienced inappropriate behaviour
- Speak up when you witness or experience inappropriate behaviour when it is safe to do so

Safe and Fair Community Unit

- Receive reports of inappropriate behaviour from the University community and members of the public
- Triage and assess the nature of the incident, concern or complaint and decide next course of action
- Engage with relevant personnel at the University for assistance in a matter
- Provide support and guidance to the University community on matters of inappropriate behaviour

Behaviour Contact Officers

- Provide support and guidance to University community members who have experienced or witnessed inappropriate behaviour

9 Supporting documentation

- *UTAS Statement of Values*
- *University Behaviour Procedure*
- *Ordinance 21 Student Behaviour and Conduct*
- *University of Tasmania Staff Agreement*
- *Fraud and Corruption Policy*
- *Conflict of Interest Policy*
- *Academic Freedom (Governance Level Principle 14)*
- *Freedom to Inquiry Policy*

10 Definitions

protected attribute includes:

- (a) race;
- (b) age;
- (c) sexual orientation or lawful sexual activity;
- (d) gender, gender identity, intersex;
- (e) marital or relationship status;
- (f) pregnancy or breastfeeding;
- (g) parental status or family responsibilities;
- (h) disability;
- (i) industrial activity;
- (j) political belief, affiliation or activity;
- (k) religious belief, affiliation or activity;
- (l) irrelevant criminal or medical record;
- (m) and association with a person who has, or is believed to have, any of these attributes.

student means a person who:

- (a) has been admitted as a student of the University but who has not yet enrolled in any program or unit of study or research;
- (b) is enrolled in a unit of study or research provided by the University;
- (c) is enrolled in a course of study but is not actively enrolled in a unit of study or research and has not sought a leave of absence nor has withdrawn;
- (d) is enrolled in a program or unit of study or research at or offered by an educational institution affiliated with the University which is approved as an award program or a unit of study or research by the University;
- (e) has completed a program or unit of study or research at the University but has not yet been awarded the applicable academic award;
- (f) is on leave of absence from or who has deferred enrolment in a program or unit of study or research offered by the University or by an affiliated educational institution which is approved as an award program or unit of study or research by the University; and
- (g) was a student at the time of any alleged inappropriate behaviour.

University residential accommodation means accommodation facilities provided by the University for its students. It includes those owned, operated or managed by the University, and those affiliated with the University (including (but not limited to) Homestay and Springvale).

11 Versioning

Former Version(s)	Version 1 – Harassment and Discrimination Policy (approved May 2007 by the Vice-Chancellor) Version 2 – Harassment, Bullying and Discrimination Policy (approved February 2011 by the Vice-Chancellor) Version 3 – University Behaviour Policy; (approved December 2014 by the Vice-Chancellor)
Current Version	Version 4 – University Behaviour Policy (current document); (approved December 2018 by University Council)