



D U N M O R E   L A N G   C O L L E G E

An Affiliated Residential College at Macquarie University

# **Dunmore Lang College Discrimination and Harassment Policy**

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Board Approved: #

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**Dunmore Lang College Discrimination and Harassment Policy**

**Policy Title: DISCRIMINATION AND HARASSMENT POLICY**

**Approved by: Dr. Alasdair Murrie-West, Principal, Dunmore Lang College**

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## 1.0 PURPOSE

To outline the responsibilities of the Dunmore Lang College community for the achievement of a work, study and living environment that is equitable, inclusive safe and free from harassment, bullying and discrimination.

## 2.0 OVERVIEW

Dunmore Lang College is committed to providing an environment free from all forms of discrimination and harassment/bullying.

Members of the Dunmore Lang College community and all visitors are also bound by Macquarie University Policy Guidelines, State and Federal Laws.

## 3.0 DEFINITION

**Discrimination:** unfair treatment of a person or group on the basis of prejudice. Discrimination can be direct or indirect:

- Direct discrimination is treating, or proposing to treat someone unfairly because of a characteristic (such as race, sex, age, etc.), in the same or similar circumstances.
- Indirect discrimination is imposing or intending to impose a requirement, condition or practice that is the same for everyone but which has an unequal or disproportionate effect on particular individuals or groups.

**Harassment/bullying:** any type of behaviour, explicit or implicit, verbal or non-verbal that is unwelcome, offensive, intimidating, abusive, belittling, humiliating or threatening.

**Victimisation:** any unfavourable treatment of a person who has been involved with a discrimination or harassment/bullying complaint.

**Vilification:** a public act or expression of hatred intended to offend or hurt and/or may give a negative image of the other.

## 4.0 SCOPE

The Dunmore Lang College community, includes:

- students
- staff (including full time, part time and casual)
- sub-contractors working on the Dunmore Lang College site
- visitors to the College, and
- conference guests

## 5.0 POLICY

Dunmore Lang College:

- is committed to ensuring students, staff and visitors are able to live, study and work in an environment that is free from discrimination and harassment/bullying;
- will not tolerate discrimination and/or harassment/bullying on the basis of a person's:
  - age
  - sex
  - transgender status or sexuality
  - race, colour, nationality, descent and ethnic, ethno-religious or national origin
  - disability or presumed disability
  - religious or political belief or activity
  - marital or domestic status
  - responsibilities as a carer
  - pregnancy or potential pregnancy
- will not condone the victimisation of a person for making a complaint of discrimination and/or harassment/bullying
- will implement awareness-raising and communication strategies to ensure that the all members of the community are aware of their rights and responsibilities in relation to the prevention of discrimination and harassment/bullying
- will deal promptly and effectively with all complaints of discrimination and/or harassment/bullying from staff, students and visitors
- will ensure there are trained staff/student mentors available to assist with advice & facilitating external assistance
- will ensure the names & contact details of staff/student mentors are displayed throughout the College.

## 6.0 BREACHES

Dunmore Lang College may commence disciplinary procedures if members of or visitors to the community to whom this policy applies breach this policy (and/or any of its related procedures).

Disciplinary procedures, depending on the severity of the breach, may include the following:

- counselling
- suspension
- exclusion

### **Grievance Process:**

If you believe that you are the victim of discrimination, harassment or bullying you should begin the grievance process by either approaching:

- the perpetrator and ask them to desist
- one of the College's Discrimination and Harassment/bullying Complaints Officers
- the University's Campus Wellbeing unit
- seeking legal advice, or
- advice from an independent external consultant

### **Complaints about the Principal**

If a complaint is made against the Principal, the procedures in this document will apply, except that the matter will be referred for determination to the Chairman of the Board of Directors and any power to be exercised by the Principal will instead be exercised by the Chairman.

## **7.0 COLLEGE HARASSMENT CONTACTS**

### **STAFF:**

Dr. Alasdair Murrie-West, Principal

Ms Liza Allen, Dean of Students

Ms Joanne Dunwell, Business Manager

### **STUDENTS:**

Appointed each year after completing training. Names are advertised on College noticeboards and Resident Adviser doors.

## Discrimination and Harassment Policy Action Chart

*Dunmore Lang College is committed to providing a respectful and inclusive community for all residents: Discrimination and Harassment will not be tolerated in our community. All complaints are taken seriously and dealt with as confidentially as possible and with the aim of mediating a mutually respectful resolution. We will only act with your permission and if appropriate, a complaint may be referred to an external mediator or agency for assistance and support.*

*If evidence of a breach has been established but no complaint is made, the College reserves the right to implement education and awareness programmes to address the issue at a whole of community level.*

### ***Who can I talk to...?***

*A friend or family member*

*Dunmore Lang College Principal or Dean of Students*

*Dunmore Lang College Resident Adviser (RA) or Harassment Officer*

*Macquarie University Campus Wellbeing*

*Student Advocacy and Support Service via Campus Wellbeing*  
[students.mq.edu.au/support/health\\_and\\_wellbeing/student\\_advocacy\\_and\\_support/](https://students.mq.edu.au/support/health_and_wellbeing/student_advocacy_and_support/)

### ***With your permission, the above people and services can support you with:***

*Information about your options including making a formal complaint*

*Support if you choose to talk directly to the perpetrator to try and resolve the situation*

*Support to access counselling services*

*Advice about available mediation services including organising an external mediator if required*

*Information about your legal rights and where to obtain further information*

*Information about the Student Advocacy and Support Service available through Campus Wellbeing*

The College respects the rights of individuals to make their own decisions and we will support you in whichever course of action you choose to take. This can include choosing not to take formal action however, we strongly recommend you seek advice about your options and the services available first. There is always an opportunity to come back to the issue at a later date.