



DUNMORE LANG COLLEGE

An Affiliated Residential College at Macquarie University

Dunmore Lang College Discrimination and Harassment Policy

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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 all residents and staff with a learning and living environment free from all forms of discrimination, harassment and 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

Bullying: repeated intimidation, over time, of a physical, verbal or psychological nature of a less powerful person by a more powerful person or group of persons.

Cyber bullying: a form of bullying carried out using social media, the internet (e-mails, chat rooms, discussion groups and instant messaging), mobile phones (texting or short messaging service (SMS)) and other devices. Cyber bullying does not necessarily involve a more powerful person (as normally understood) bullying a less powerful person as the technology used may reverse the usual pattern. Social media, the internet, mobile phones and other devices allow the bully (or a group of bullies) to intimidate others, for example, by:

- i. teasing and making fun of them;
- ii. spreading rumours about them;
- iii. insulting and ridiculing them;
- iv. posting photos of them, sometimes accompanied by nasty comments;
- v. tricking them into sharing private information and then sharing it online;
- vi. sending unwanted messages.

Cyber bullying includes what is often called "cyber stalking" which is where the bully harasses or stalks another person by e-mail or some other electronic messaging system, usually very frequently and intrusively, and often involving threats.

Discrimination: less favourable treatment of persons on the basis of certain attributes prescribed by law including age, race, disability, sex, sexual orientation and gender identity (the attributes).

Discrimination can be direct or indirect:

- Direct discrimination is treating, or proposing to treat someone less favourably because of an attribute.

- Indirect discrimination is imposing or intending to impose a requirement, condition or practice that is the same for everyone but which has the effect of disadvantaging persons who share an attribute.

Harassment: any type of behaviour, explicit or implicit, verbal or non-verbal that is unwelcome, and in circumstances in which a reasonable person, having regard to all the circumstances, would have anticipated would cause the person the subject of the behaviour to be offended, intimidated or humiliated.

Victimisation: any unfavourable treatment (such as threats or retribution) of a person who has made or proposes to make or who supports the making of 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, harassment and bullying;
- will not tolerate discrimination on the basis of a person's:
 - age
 - sex
 - sexual orientation
 - gender identity
 - race, colour, nationality, descent and ethnic, ethno-religious or national origin
 - disability or presumed disability
 - religious or political belief or activity
 - marital or relationship status
 - responsibilities as a carer
 - pregnancy or potential pregnancy
- will not condone the victimisation of a person

- 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, harassment and bullying
- will deal promptly and effectively with all complaints of discrimination, harassment and bullying from staff, students and visitors
- will ensure there are trained staff/student mentors available to assist with advice to & facilitating external assistance for complainants
- 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 subject of discrimination, harassment or bullying you should begin the grievance process by approaching:

- the perpetrator and asking them to desist
- one of the College's Harassment Officers
- the University's Campus Wellbeing unit

or by 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 OFFICERS

STAFF:

Dr Alasdair Murrie-West, Principal
Ms Liza Allen, Dean of Students

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/

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.