

Chief of Staff Office Fact Sheet

Supporting ethical and equitable outcomes

Discrimination, Bullying and Harassment Policy approved

Policy Guidance

The former Discrimination and Harassment Policy was amended in 2014 to reflect the change to JCU structure but has not undergone a formal review since 2008, was unwieldy and simply too difficult to navigate for both staff and students). The revised Discrimination, Bullying and Harassment policy underwent significant consultation over more than 9 months.

The revision of this policy has been undertaken in the context of a broader review of policies and procedures related to behaviours of staff and students, including intent to revise the staff Code of Conduct, implementing a student Code of Conduct and simplification of student misconduct procedures).

This work is part of an ongoing focus and commitment to ensure a safe environment for staff and students.

Intent of the Policy

The intent is to promote the right of all students, staff and affiliates to work, research and study in an environment free from discrimination, bullying, harassment, hazing, sexual assault, sexual harassment and vilification (henceforth simply discrimination, bullying, and harassment) and to ensure that students, staff and affiliates understand the University's accountabilities and complaint handling principles. This policy affirms the University's commitment to:

- provide a safe and healthy workplace and learning environment that is free from discrimination, bullying and harassment; and
- provide students, staff and affiliates with information and training in relation to such conduct.

The policy has been simplified dramatically in this revision, in particular:

- the definitions now incorporate 'hazing' and 'consent'
- it will mean the disestablishment of the current Workplace Bullying and Intimidation Policy (a duplication – we will do this at the HR Committee)

- simplifies and clarifies the complaint the complaint handling process for either staff or student complainants.

The policy will assist decision making with clear understanding of accountabilities, responsibilities and limits of authority as well as clear and simplified mechanisms for making a complaint under the policy. The consequences of a breach of the policy are also articulated.

Equity Contact Officers

Equity Contact Officers are the first point of contact regarding [discrimination attributes and areas](#), [harassment](#) and [bullying](#) queries and concerns. They provide information and referral options for both students and staff regarding both informal and formal resolution options. This should be at the same high standard of communication, behaviour and conduct expressed in other policies that govern our workplace and/or study environment.

ECOs are current JCU staff who are committed to the principles of equity, procedural fairness and natural justice. They have an understanding of the University's workplace policies and procedures relating to discrimination, harassment and bullying and have been trained by the Anti-Discrimination Commission, Queensland.

Advice

If you have any doubts or would like to discuss any issues regarding the Discrimination, Bullying and Harassment Policy please contact:

- Chief of Staff, Vanessa Cannon – 4781 4078
- Manager, Staff Equity and Diversity, Jean Fenton – 4781 6334
- Manager, Student Equity and Wellbeing, Larissa Siliezar – 4781 4538

[Click here to access the Discrimination, Bullying and Harassment Policy and related procedures.](#)

[Click here to access the Equity Contact Officer website](#)