

Wesley College

HARASSMENT AND DISCRIMINATION POLICY



Background

Any form of harassment or discrimination is unacceptable and a breach of the laws of NSW and the Wesley College By Laws.

Understanding that all resident students at Wesley College are also members of The University of Sydney, means as appropriate, this policy operates in conjunction with the current policies in place at The University of Sydney.

Policy Objectives

The following principles of our Values statement will help guide our Harassment and Discrimination policy. Wesley is committed to:

Provide a safe environment which encourages and promotes the academic, social, sporting, cultural and spiritual growth of each individual

We respect and support each other

We act responsibly, and ensure the safety of others

We display respect to others

We seek to include our fellow Collegians in College Life

We value diversity of gender, background and thought

We seek to promote equity of access

Wesley College is committed to ensuring that the College environment is free from harassment and discrimination. This kind of behaviour will not be tolerated under any circumstances.

Wesley College takes a zero tolerance approach to harassment and discrimination.

Wesley is committed to a comprehensive strategy for ensuring a safe living and working environment. We promote appropriate standards of conduct at all times and encourage the reporting of behaviours which breach the harassment and discrimination policy. Responsibility for creating a safe and respectful environment rests with all staff and students.

Definitions

Discrimination

Under federal and state legislation, discrimination occurs when someone, or a group of people, is treated less favourably than another person or group because of their race, colour, national or ethnic origin; sex, pregnancy or marital status; age; disability; religion; sexual preference; gender identity; trade union activity; or some other characteristic specified under anti-discrimination or human rights legislation

Harassment

Harassment is any type of behaviour that:

- The other person does not want; and
- Offends, embarrasses, or scares the person and is either
 - Sexual, or
 - Targets them because of race, disability, religion, or beliefs
- That, in the circumstances a reasonable person should have expected would offend, embarrass or scare.

Harassing behaviour may include:

- Jokes based on gender, sexuality, religious beliefs etc.
- Displaying material publicly or circulating it, which is sexually explicit or racist etc.
- Intrusive personal questions
- Isolation or segregation of a person or group
- Offensive electronic communication, verbal or written
- Uninvited entry into student rooms, including banging on doors or wilful damage to another's property.

Hazing

Hazing is defined as any action taken or any situation created intentionally that causes embarrassment, harassment or ridicule and risks emotional and/or physical harm to members of a group or team or individuals, whether new or not, regardless of the person's willingness to participate. (extract from Hazingprevention.org , provided within the Broderick Cultural Review Report 2017).

Hazing behaviour may include, but is not limited to:

- drinking games or being made to drink to the point of sickness or blackout
- Chanting songs publicly out of context
- Sleep deprivation
- Being shouted at and or called names by Senior Students
- Games designed to humiliate participants or outsiders to the group or situation

Principles

The following principles will apply:

1. Wesley College acknowledges a statutory and moral obligation to take all reasonable precautions to ensure that resident students, employees, guests of residents and visitors are not subjected to harassment.
2. Wesley College will seek to inform and educate members of its community through regular training and awareness programs.
3. Wesley College acknowledges and understands that anyone who claims to have experienced harassment or discrimination is entitled to pursue a complaint under the provisions of the following acts
 - a) Anti Discrimination Act 1977 (NSW)
 - b) Australian Human Rights Commission Act 1986 (Commonwealth)
 - c) Racial Discrimination Act 1984 (Commonwealth)
 - d) Disability Discrimination Act 1992 (Commonwealth)

And is entitled to use other appropriate resources in the wider community.

Procedural Matters

Harassment Advisors

The College will appoint 2 Harassment Advisors, one male and one female, and provide appropriate training to ensure that in their role, they have a clear understanding of the Colleges' and the University's policies and procedures. Harassment Advisors will be chosen for their approachability and respect for confidentiality.

External Conciliator/Investigator

The College may appoint an external conciliator/investigator in the event that a matter is unable to be resolved by the College and the College seeks the assistance of a neutral person

References and Links

1. University of Sydney Harassment and Discrimination Prevention Policy and Resolution Procedures
Web link www.sydney.edu.au/policies.
2. Wesley College Discipline Policy

Policy Review

This policy is to be reviewed annually by the Wesley College Council (Next review end of 2024).