

Freedom From Sexual Harassment And Discrimination

For Students Working Off-Campus on School Experience or Professional Practice

Staff and Students have a right to work and study in an environment free from sexual harassment and discrimination. The University is committed to the provision of such an environment.

SEXUAL HARASSMENT & DISCRIMINATION ON PLACEMENT OR PRACTICUM

Sexual Harassment & Discrimination is unlawful in all work and education environments.

If a student is on University studies or business at a school or other practicum setting, and they are subject to sexual harassment or discrimination, something can be done about it. The student should consult the Contact Officer or an Anti-Discrimination or Sexual Harassment Adviser. While you are undertaking your school experience or professional practice you are covered under the University of Melbourne policies and procedures.

Anyone approached by a University Teacher Candidate or staff member wishing to discuss a specific instance of possible or alleged discrimination or sexual harassment should refer that person to an Anti-Discrimination(ADA) or Sexual Harassment Adviser.(SHA).

If you feel you have been sexually harassed or discriminated against by someone employed by a school or organisation at which you are on placement or by a student or client of the placement organisation, the University's Anti-Discrimination or Sexual Harassment Advisers can provide you with support and advice.

Similarly if a staff member or student at a placement has said that you have discriminated against them or sexually harassed them, speak to a University Adviser.

What is Discrimination?

State and Federal legislation protects people at work and in education from discrimination on the basis of certain attributes and from being treated unfairly because they have complained about discrimination.

It is not only unacceptable, but also unlawful to discriminate on the basis of the following attributes:

Age; Breastfeeding; Disability; Industrial activity; Lawful sexual activity or Sexual orientation; Gender identity; Marital status; Parental or Carer status; Physical features; Political beliefs or activity; Pregnancy; Race; Religious belief or activity; and Sex.

Discrimination on the basis of personal association with a person who is identified by reference to any of the above attributes is also prohibited.

Have I been discriminated against?

In determining whether you have been discriminated against it is irrelevant whether or not the discrimination was intentional.

Direct discrimination means treating or proposing to treat another person less favourably on the basis of one or more of the attributes listed above.

Indirect discrimination occurs when a rule, practice or policy appears to be neutral, but in effect has a discriminatory impact on a particular group. It can arise when practices that are fair in form and intention are discriminatory in impact and outcome.

Seeking Advice and Assistance in relation to Discrimination

An Anti-Discrimination Adviser (ADA) will assist you to deal effectively with a situation or issue that is seen as discriminatory. Each matter will be approached with confidentiality and impartiality.

An ADA can provide advice and guidance on the University's complaints resolution process and make a referral to appropriate University services.

An ADA is not an advocate or legal expert and does not 'judge' whether your claims are right or wrong, but can assist in implementing a quick and satisfactory resolution of the matter.

Separate Advisers can provide confidential support and assistance to both the person raising concerns and the person who is the subject of those concerns.

Please note:

Please check the Equal Opportunity website for the most up to date list of Advisers:

<http://www.hr.unimelb.edu.au/advice/support/dm>

If you have difficulty contacting an Adviser, please telephone the Equal Opportunity Unit on 03 8344 4438 for assistance.

The contact person for Professional Practice Anti-Discrimination and Sexual Harassment is Mary Learmonth - telephone :8344 8453

What is Sexual Harassment?

Sexual Harassment is a general term covering unwelcome sexual behaviour. This could be a demand for sexual activity, unwelcome sexual jokes, or comments about a person's sexual behaviour. It can also be the display of offensive pictures or the use of offensive language in the classroom or workplace.

Other examples of sexual harassment include sexually offensive telephone calls, letters or emails, sexual gestures, staring or leering at a person or parts of their body, smutty jokes or comments

What is NOT Sexual Harassment?

Mutual flirtation or sexual contact that is *desired and freely consented to* is not sexual harassment. Behaviour that is not freely consented to because of fear, intimidation or coercion constitutes sexual harassment because it is unwelcome.

What to do if sexually harassed

Don't ignore it, tell the harasser to stop

See the harasser as the problem (his/her action is not your fault)

Don't name the harasser publicly, there could be legal ramifications

Keep a record of the harasser's behaviour

Consult the School Experience and Professional Practice Contact Officer or one of the Sexual Harassment Adviser's directly

Seeking advice and assistance in relation to sexual harassment

A Sexual Harassment Adviser (SHA) can provide advice and guidance on the University's complaints resolution process and can make referrals to appropriate University services. Each matter will be approached with confidentiality and impartiality.

The following list of Sexual Harassment Advisers may be subject to change. To ensure that you have the most up-to-date information, please check the Equal Opportunity Website at: <http://www.hr.unimelb.edu.au/advicesupport/dm/sha>

Further Information

Copies of the University's *Discrimination and Sexual Harassment policy's and procedures* can be obtained from an Adviser, Human Resources, Teacher Candidate Services, the Student Union, and from Human Resources.

Information about discrimination and sexual harassment can be read and downloaded from the Division of Human Resources website at

www.hr.unimelb.edu.au/advicesupport/dm/eopolicies

Division of Human Resources

The University of Melbourne

<http://www.hr.unimelb.edu.au/advicesupport/dm>

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