

DISCRIMINATION, BULLYING AND HARASSMENT POLICY

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Responsible officer	Vice-Principal (Students and Community)		
Contact	gaylek@morling.edu.au		
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1. PURPOSE

To outline the rights and responsibilities of the Morling Community towards a diverse, equitable, inclusive and safe campus environment, free from unlawful discrimination, bullying and harassment.

2. DEFINITIONS

The following definitions apply for the purpose of this policy:

Key Term or Acronym	Definition
Bullying	Repeated and unreasonable behaviour by an individual or group directed towards an individual or group where that behaviour creates a real or reasonably perceived risk to health and safety. Bullying does not include practical action in the course of management of MC carried out in a reasonable manner. Bullying includes, but is not limited to, conduct via the internet, email or other electronic means.
Direct discrimination	Treating or proposing to treat someone unfairly because of a characteristic, in the same or similar circumstances.
Harassment	Any type of behaviour, explicit or implicit, verbal or non-verbal, that is reasonably received as unwelcome, offensive, abusive, belittling or threatening.
Indirect discrimination	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.

MC	Morling College
Morling Community	Relates to MC students and staff, MRC and Morling Village residents, and all others engaging with MC, including visitors, contractors and volunteers.
Unlawful discrimination	Less favourable treatment of a person or group, beyond the legal scope of distinguishing requirements that are within the bounds of MC business and operations.
Victimisation	The unfavourable and unfair treatment of a person due to their making (or intending to make) a complaint.

3. SCOPE

This policy applies to the entire Morling Community, to conduct at any Morling College (MC) location and any MC related activities where a Morling Community member is representing MC. It includes behaviour via any information and communication technologies.

4. POLICY STATEMENT

Morling College is committed to providing a work, study and living environment underpinned by values of dignity, respect and inclusion, free from unlawful discrimination, bullying and harassment.

MC upholds that unlawful discrimination, bullying and harassment will not be tolerated at MC, and all reasonable steps will be taken to prevent and actively respond to concerns raised about adverse behaviours.

As a religious body and an educational institution established for religious purposes, MC is exempt from some provisions of the laws relating to discrimination.

5. PRINCIPLES

- 5.1 MC is committed to providing an environment where Morling Community members can participate free from unlawful discrimination, bullying and/or harassment.
- 5.2 MC expects Morling Community members to act to create a fair, inclusive and safe environment, where diversity is valued and unlawful discrimination, bullying, and/or harassment in any form are considered unacceptable.
- 5.3 MC expects Morling Community members to behave in a reasonable and respectful way, and to refrain from and actively prevent (as much as is safe and reasonable) any unlawful discrimination, bullying and/or harassment.
- 5.4 MC encourages all Morling Community members who feel they have experienced unlawful discrimination, bullying and/or harassment at MC to raise their concerns to an appropriate authority within MC, as per grievance policies and procedures.
- 5.5 MC will assist those affected by unlawful discrimination, bullying and/or harassment and take all reasonable steps to prevent any further incidents.
- 5.6 MC will take seriously and deal promptly and effectively with matters raised of unlawful discrimination, bullying and/or harassment from Morling Community members.

- 5.7 Recruitment and selection decisions at MC will be based on merit and free from unlawful discrimination, bullying and/or harassment in accordance with the *Recruitment and Selection Policy*.
- 5.8 MC will not tolerate the victimisation of a person for raising or being associated with a matter of unlawful discrimination, bullying and/or harassment.
- 5.9 MC will treat vexatious or malicious claims seriously and may refer these for disciplinary action.
- 5.10 MC will provide professional development and educative strategies across the Morling Community to ensure awareness of rights and responsibilities in relation to the prevention of and effective response to unlawful discrimination, bullying and/or harassment.
- 5.11 In cases of sexual misconduct, MC will adhere to the provisions of the *Sexual Assault and Sexual Harassment Prevention and Response Policy*.

6. RELATED DOCUMENTS AND LEGISLATION

Internal

- Aboriginal and Torres Strait Islander Inclusion Policy
- Grievance Policy EDU CCSC MRC
- Recruitment and Selection Policy
- Sexual Assault and Sexual Harassment Prevention and Response Policy
- Staff Grievance Policy
- Students with Disabilities Policy
- Recruitment and Selection Policy
- Vulnerable People Policy

External

- ACT Grievance Resolution Policy – Students
- Age Discrimination Act 2004
- Anti-Discrimination Act 1977 (NSW)
- Disability Discrimination Act 1992
- Equal Opportunity Act 1984 (WA)
- Racial Discrimination Act 1975
- Sex Discrimination Act 1984

7. REFERENCES

Macquarie University Discrimination, Bully and Harassment Prevention Policy

8. VERSION HISTORY

Version	Approved by	Approval Date	Effective Date	Changes made
1.00	MC Board	20 November 2023	20 November 2023	New policy. Anti-discrimination Policy superseded into this policy.

Download this policy anew with each use, as it may have changed.