

UNLAWFUL DISCRIMINATION AND UNLAWFUL HARASSMENT

WHAT IS RACIAL DISCRIMINATION AND HARASSMENT?

Racism is a term referring to acts of discrimination based on race, colour, descent or national or ethnic origin. Racial discrimination is any act involving a distinction, exclusion, restriction or preference based on race, colour, descent or national or ethnic origin which has the purpose or effect of impairing the recognition, enjoyment or exercise of any human right or freedom in the educational environment at Victoria University. Discrimination includes less favourable treatment, harassment or vilification.

Racial discrimination or harassment is behaviour of an offensive nature that is unwelcome. It can include behaviours such as:

- Use or display of racially derogatory and offensive internet material
- Leering, ogling, pointing at someone clearly on the basis of their race
- Unnecessary physical contact on the basis of race, including serious assault or violence against a fellow student
- Racially based jokes, comments, material, photos or objects

WHAT IS SEXUAL HARASSMENT?

Sexual harassment is behaviour of a sexual nature that is unwelcome, uninvited and seen as offensive. It can include behaviours such as:

- Use or display of pornographic, offensive or obscene internet material
- Leering, ogling, pointing, staring
- Unnecessary physical contact, such as deliberately brushing up against a fellow student, pinching, patting
- Sexual jokes, comments, material, photos or objects
- Sexual requests, favours or continued requests for a date
- Comments about a student's sex life or their physical appearance

Sexual harassment is unlawful and unacceptable within the University and will not be tolerated in any form. Sexual harassment is regarded as misconduct and when it involves violence or abuse of power it is regarded as serious misconduct. It may lead to disciplinary action.

HARASSMENT OF A PERSON BASED ON DISABILITY

Harassment of a person on the basis of a disability is unacceptable and is regarded as misconduct, which may lead to disciplinary action. When such harassment involves violence or abuse of power or other extreme behaviours of this type, it will be regarded as serious misconduct.

For brochures and information sheets on the 17 attributes go to: www.humanrightscommission.vic.gov.au/publications/rights%20brochures

More information for students at VU contact Equity and Disability on (03) 9919 9561 or email equity@vu.edu.au.

IT IS AGAINST THE LAW FOR STUDENTS TO SEXUALLY HARASS OTHER STUDENTS, OR RACIALLY ABUSE, OR VILIFY OTHER STUDENTS, OR TO DISCRIMINATE ON THE BASIS OF DISABILITY IN ANY SCHOOL, UNIVERSITY OR TAFE INSTITUTE

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Extract from: Equal Opportunity Act 1995

WHAT IS PROHIBITED DISCRIMINATION?

In Victoria, it is against the law to discriminate against someone because of their actual or assumed:

- age
 - carer status
 - gender identity
 - lawful sexual activity
 - parental status
 - political belief or activity
 - race
 - sex
 - breastfeeding
 - disability/impairment
 - industrial activity
 - marital status
 - physical features
 - pregnancy
 - religious belief or activity
 - sexual orientation
- personal association with a person who has, or is assumed to have, any of these characteristics.

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All University students and staff have a responsibility to ensure that the study environment is free of all forms of discrimination and harassment; students and staff should be aware of what constitutes discrimination. Behaviour such as sexual harassment and racism will not be tolerated.