

# Complex Conduct Assessment and Management Policy

## Section 1 - Key Information

<b>Policy Type and Approval Body</b>	Administrative – Vice-Chancellor
<b>Accountable Executive - Policy</b>	Deputy Vice-Chancellor (Academic)
<b>Responsible Manager - Policy</b>	Director, Student Life
<b>Review Date</b>	14 December 2024

## Section 2 - Purpose

(1) To provide a process for assessing and managing complex conduct and potential behavioural threats, including but not limited to where there may be a reasonable belief that a student has a serious health condition that makes them unfit to attend University or continue in a course for a period of time.

## Section 3 - Scope

(2) This Policy applies to:

- a. all students

## Section 4 - Key Decisions

<b>Key decisions/Responsibilities</b>	<b>Role</b>
Impose risk mitigation measures on advice from the Threat Assessment Management Team (TAMT)	Deputy Vice-Chancellor (Academic)

## Section 5 - Policy Statement

(3) The University aspires to provide an outstanding student experience that is conducive to scholarly activity and supportive of individual learning goals. Underpinning this exercise is a safe, inclusive and respectful environment.

(4) The University does not tolerate unacceptable behaviour which detrimentally impacts or may detrimentally impact members of the University community.

(5) Concerning or complex student conduct may be formally monitored and assessed by the University's Threat Assessment and Management Team (TAMT). TAMT may recommend that action be taken to manage the health and safety risks that such conduct can present.

(6) The University will respect the rights of students by:

- a. having a transparent policy and process for the management of such concerns;
- b. providing clear communication regarding expectations;
- c. affording procedural fairness; and
- d. maintaining all personal information in accordance with the University's [Privacy Policy](#).

(7) The University will support students by:

- a. offering counselling and wellbeing support services;
- b. making reasonable adjustments to academic study in line with its obligations under the [Equal Opportunity Act 2010](#) and other relevant legislation;
- c. informing students of application processes for special consideration or remission of debt outcomes, where appropriate;
- d. facilitating leave from study where appropriate.

## Section 6 - Procedures

### Part A - Reporting Unacceptable or Concerning Conduct

(8) Any member of the University can report student conduct concerns to Safer Community.

(9) In an emergency or in circumstances of immediate danger on-campus, call:

- a. Police or Emergency Services (24 hours): 000
- b. and then Campus Security(24 hours): 03 9479 2222

### Part B - Considering Complex Conduct Concerns

(10) Where the Director, Student Life considers a student's conduct to involve a pattern of concerning or threatening behaviour and/or they believe the student may have a health condition which is negatively impacting the student or the University community, they may convene a meeting of the Threat Assessment and Management Team (TAMT) to consider the most appropriate course of action.

(11) The Threat Assessment and Management Team (TAMT) will meet as soon as practicable having regard to the nature of the matter, and be made of at least 4 of the following staff:

- a. Director, Student Life
- b. Director, Health, Wellbeing & Inclusion
- c. Senior Manager, Strategy, Prevention & Education
- d. Senior Manager, Mental Health & Wellbeing
- e. Senior Manager, Student Conduct & Investigations
- f. Manager, Student Conduct

(12) Other staff or other individuals may be invited to attend where specialist advice or information is required (e.g. from Legal Services, Security, Graduate Research School, Human Resources, but are not members of TAMT).

(13) The Director, Student Life will generally act as the Chair but may ask that this task be performed by another TAMT staff member.

(14) The TAMT will meet to consider the case and in doing so may make such enquiries and consult such person as it thinks fit.

## Part C - Recommendations

(15) Following consideration of the available information, TAMT may recommend to the Deputy Vice-Chancellor (Academic)(via the Chair) that risk mitigation measures be implemented. Such measures may include:

- a. a request that the student undergo medical examination, behavioural risk assessment or psychological assessment by persons specified by the University;
- b. the student being prohibited from participating in a University affiliated activity, excursion, tour or conference;
- c. changes being made to their placement location, class, exam timetable or office location;
- d. the student being directed not to contact a member or members of the University community;
- e. conditions being placed on their enrolment, for instance that they transfer to an equivalent online course;
- f. the matter being referred to a General Misconduct Officer under Part 3 of the [General Misconduct Statute 2009](#) and managed as general misconduct under the [Student Conduct Management Policy](#);
- g. the matter being referred to the Vice-Chancellor under Part 5 of the [General Misconduct Statute 2009](#) and managed as high-risk conduct or serious misconduct under the Statute and the [Student Conduct Management Policy](#).
- h. the matter being referred to an external agency e.g. the relevant Crisis Assessment and Treatment Team (CATT), Victoria Police, eSafety Commissioner, National Security Hotline; or
- i. any other risk mitigation measure appropriate in all the circumstances.

## Section 7 - Definitions

(16) For the purpose of this policy and procedure:

- a. na

## Section 8 - Authority and Associated Information

(17) This Policy is made under the [La Trobe University Act 2009](#).

## Status and Details

<b>Status</b>	Current
<b>Effective Date</b>	14th December 2022
<b>Review Date</b>	14th December 2024
<b>Approval Authority</b>	Vice-Chancellor
<b>Approval Date</b>	14th December 2022
<b>Expiry Date</b>	Not Applicable
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