

# Student Behaviours Policy

## Section 1 - Background and Purpose

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

(2) At La Trobe University, the inherent value of each person is respected. Our behaviour must therefore afford dignity, courtesy, equality and mutual respect, which we share across cultures, religions and philosophies.

(3) This Policy specifically covers related unacceptable behaviours such as discrimination (direct/indirect and legal protections), harassment (general, sexual and racial), bullying (direct/indirect and intentional/unintentional), violence, vilification and victimisation. The aforementioned behaviours may occur in person or via remote, digital or cyber means.

## Section 2 - Scope/ Application

(4) This Policy applies to all students at all campuses (including when students are representing La Trobe across Australia and abroad).

## Section 3 - Policy Statement

### Student Entitlements

(5) Students are entitled to:

- a. An environment (including La Trobe University residences where applicable) which is free from unacceptable behaviour, including discrimination, harassment, bullying, vilification, victimisation, violence and other forms of unacceptable behaviour as deemed by La Trobe University
- b. The right to raise issues or to make an enquiry or complaint in a reasonable and respectful manner without being victimised
- c. Merit based decisions that follow procedural fairness.

### La Trobe University's Commitment

(6) Behaviour relating to discrimination, harassment, bullying, vilification, victimisation, violence and other forms of unacceptable behaviour is not tolerated or accepted at La Trobe University, and in some instances, is against the law.

(7) La Trobe University is committed to:

- a. Providing an environment that is free from unacceptable behaviour as deemed by La Trobe University
- b. Taking all reasonable steps to ensure everyone is treated in accordance with our values and our policies/procedures

- c. Providing a complaints process to allow an opportunity to resolve behavioural issues in accordance with procedural fairness and in a timely manner
- d. Providing training and education to promote a respectful and inclusive culture at La Trobe University
- e. Complying with the law.

## **Behaviour Expectations of Students**

(8) La Trobe University expects students to treat everyone with dignity, equality, mutual respect and in accordance with La Trobe University's values, policies and procedures, the La Trobe University [Charter of Student Rights and Responsibilities](#), and the law.

(9) At La Trobe University, students must:

- a. Not engage in unacceptable behaviour such as violence, discrimination, harassment, bullying, violence, vilification and victimisation. This includes any behaviour which may be perceived as:
  - i. attacking a person (physically, psychologically or sexually)
  - ii. verbally abusing a person or using offensive language
  - iii. intimidating a person
  - iv. causing injury to a person
  - v. harassing an individual or group
  - vi. bullying an individual or group
  - vii. placing the health and safety of anyone at risk
  - viii. causing damage to La Trobe University property
  - ix. disparaging, deriding or defaming La Trobe University.
- b. Not engage in any behaviour/activity which may constitute general misconduct as defined in the [General Misconduct Statute 2009](#)
- c. Comply with relevant laws and procedures.

(10) At La Trobe University, students are also expected to:

- a. Participate in a complaints process where required
- b. Raise a complaint when they believe they have witnessed/experienced unacceptable behaviour in accordance with the relevant procedure
- c. Comply with the processes established by the relevant supporting procedures.

## **Complaints**

(11) La Trobe University believes everyone is entitled to an internal complaint process which reflects fairness, confidentiality, transparency, accessibility and efficiency.

(12) At La Trobe University, students are encouraged to:

- a. Make a complaint should they witness or experience unacceptable behaviour in accordance with the relevant Procedure
- b. Participate in a complaints process where required
- c. Adhere to the processes of the relevant procedures.

## Section 4 - Procedures

(13) Refer to the:

- a. [Responding to Violence \(Students\) Procedure](#)
- b. [Anti-Bullying and Harassment \(Students\) Procedure](#)
- c. [Alcohol and Drugs \(Students\) Policy](#)
- d. [Student Complaints Management Policy](#)

## Section 5 - Definitions

(14) This Policy and Procedure accepts the definitions outlined in related legislation.

## Section 6 - Stakeholders

Responsibility for implementation – Senior Manager, Student Wellbeing.

Responsibility for monitoring implementation and compliance – Senior Manager, Student Wellbeing.

## Status and Details

<b>Status</b>	Historic
<b>Effective Date</b>	9th November 2016
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