Equity & Diversity:
TREATING PEOPLE WITH RESPECT
At UniSA, people from all nations and cultures are welcome. We have always had a commitment to equity and inclusion and because of the access we have provided to work and study for groups of marginalised people, we have the most diverse workforce in the Australian Higher Education sector.

It is what makes us strong and vibrant. As a University of Enterprise we have always had strong policies promoting equal opportunity in employment and education and opposing discrimination against people because of their gender, family responsibilities, age, gender identity, marital status, pregnancy, sexuality, race, disability, political views, or religious beliefs.

And we will continue to build on and deepen this commitment. At UniSA, equity and excellence reinforce each other and give us the ability to make the ambitious plans that we make.

Those ambitions plans include:

- to be the University of Choice for Aboriginal and Torres Strait Islander people;
- to strengthen the process of reconciliation with Aboriginal people;
- to provide active support to students and staff with disabilities through our Disability Action Plan;
- to improve gender equity and diversity in Science, Technology, Engineering, Mathematics and Medicine (STEMM). (We are one of the inaugural members of the new SAGE Athena Swan initiative and we plan and become accredited as an Athena Swan Gold site);
- to develop the cultural competence of our workforce to foster diversity and inclusion; and
- to ensure that there is no tolerance for bad behaviour. We have developed new, more effective processes to combat sexual harassment and sexual violence which has such a significant impact on people’s experience of work and study, most particularly women.

These are just some of our current initiatives. There will be more but this guide has been prepared to provide you with an overview of our commitments and the positive work we are doing to provide a safe, respectful and inclusive workplace.

If you have any questions about this guide please contact Greg Giles, Associate Director in the People, Talent & Culture team on 8302 1633.

Professor David Lloyd
Vice Chancellor and President
We are diverse and inclusive

UniSA is committed to developing a high performing, enterprising workforce and an environment in which talent thrives and difference is valued. As a learning community, we welcome divergent voices, respect individual differences and embrace the unique blend of knowledge, skills and diverse perspectives that people bring to our University as staff, students or partners.

Workplace diversity is influenced by many characteristics from cultural background and ethnicity, age, gender, gender identity, disability, sexual orientation, religious beliefs, language and education to distinctive skills and knowledge, working styles and life experiences.

As a University of Enterprise, we prize diversity, in part, because it drives innovation. A workplace that enables different views and experiences inspires creativity, challenges embedded traditions and groupthink, stimulating new and better ways of doing things.

While diversity is vital, it is inclusion that releases its potential. An inclusive culture is one where everyone feels valued, respected, and able to fully contribute. Barriers to participation that are within our control are identified and removed, ensuring everyone has equal access to opportunities and individuals are encouraged to realise their full potential.

Culturally competent

As we look to the future, UniSA will deepen these commitments by developing a more culturally competent workplace. Under Enterprise 25, our new strategic plan, we intend to provide a culturally and physically safe environment for all our communities, one where there is zero tolerance for bad behaviours.

Cultural competence rests on principles of trust, respect for diversity, equity, fairness, and social justice. Yet, it is also more than just being respectful of cultural diversity or difference as it involves the ability to understand the world from other’s perspectives, and to communicate and interact effectively with people across cultures.

Where everyone is responsible

UniSA is committed to advancing equality of opportunity and to enriching and sustaining an inclusive and respectful culture. We recognise that this relies on all members of our community embracing this as not only the University’s responsibility but their personal responsibility. It includes the way we treat others, see the positives in gender, cultural and physical differences, seeking to create respectful relationships regardless of difference.

With this in mind, this guide is designed to help staff to:
- understand the context that shapes our policies and approach to diversity and inclusion;
- appreciate that there are particular groups within our workforce where we need to take special measures to ensure equality of opportunity, reducing the potential for discrimination;
- provide ways of accessing more detailed information to develop their knowledge and understanding of diversity and inclusion and the University’s approach to protecting, sustaining and fostering it.

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Defending diversity

The main agencies and legal instruments that govern equality of opportunity and anti-discrimination in South Australia are:

**The Equal Opportunity Commission of South Australia**

which provides information, education and training, and assesses and resolves complaints under South Australian equal opportunity legislation:

- Equal Opportunity Act 1984 (SA)
- Racial Vilification Act 1996 (SA)

**The Australian Human Rights Commission**

is responsible for the promotion and protection of human rights in Australia under federal human rights and anti-discrimination law:

- Australian Human Rights Commission Act 1986
- Age Discrimination Act 2004
- Disability Discrimination Act 1992
- Racial Discrimination Act 1975
- Sex Discrimination Act 1984

These National and State based laws are also informed by International human rights laws.

Taken together, this legislation seeks to protect people against discrimination in employment and many other endeavours based on:

- age
- criminal record
- impairment, mental, intellectual, psychiatric and physical disability
- marital status
- medical record
- nationality
- political opinion
- race, colour, nationality, national extraction
- social origin
- religion
- sex
- sexual orientation
- trade union activity.

The University is obliged, and committed, to complying with this legislation.

Click on the links to find out more.....
Race

In Australia, the Racial Discrimination Act 1975 (RDA) makes it unlawful to discriminate against a person because of their race, colour, descent, national origin or ethnic origin, or immigrant status. The RDA protects people from racial discrimination in many areas of public life, including employment, education, accessing services, renting or buying a home, and accessing public places.

The Racial Discrimination Act also makes racial hatred unlawful. It also provides a duty for employers not to discriminate when advertising jobs, during recruitment and selection processes, when making decisions about training, transfer and promotion opportunities, and in the terms, conditions and termination of employment.

You should familiarise yourself with UniSA’s Anti-racism policy which states UniSA:

- ...In compliance with legislative responsibilities the University, as an educational institution and an employer, undertakes to foster a climate of respect for cultural diversity and of flexibility and acceptance with regard to cultural differences. All effort will be taken to ensure that the University environment is free from unlawful discrimination against or by staff, students or other members of the University community.

- Beyond this, the University recognises that implementing this policy greatly enhances its service to both the local and the international community and to its graduates. As a result a wider range of students and staff will find the University a welcoming environment and one in which their diverse talents are recognised and valued, and the University will have access to a broader range of experience, expertise and intellectual perspectives with which to meet the needs of a rapidly changing world.

UniSA is a signatory to the Australian Human Right’s Commission’s Racism. It Stops With Me Campaign. The Campaign website contains information and resources on racism and how we can work together to combat it. If you feel you’ve been subjected to racial discrimination, you can reach out to an Equity contact for advice and assistance.

Encouraging cultural diversity and inclusion

‘Culture’ refers to the distinctive patterns of values, beliefs, and ways of life of social groups.

There is a plethora of sub cultures in our University community, ranging from Aboriginal regional cultures to an extensive array of nationalities and cultures represented amongst our staff and students. At UniSA, we have staff drawn from over 70 countries, a workforce among the most heterogeneous in the Australian Higher Education Sector. Thus, it is likely that all of our staff at some point will work with, or provide a service to, someone with a different cultural background.

We sustain and deepen this cultural melting pot by providing a strong policy and governance framework to protect people against discrimination and by providing practical resources, services, advice and support to ensure diversity and inclusion flourishes. How this is given expression for some key groups within our University community follows.
Aboriginal and Torres Strait Islander peoples

UniSA has a proud history in the education and employment of Aboriginal peoples. Our antecedent institutions were acknowledged pioneers in providing tertiary education for Australia’s Aboriginal peoples and this early engagement evolved into a binding obligation enshrined in the University of South Australia’s Act of establishment.

UniSA was the first South Australian University to adopt a formal Statement of Reconciliation (1997), later elaborated in a Reconciliation Action Plan (2014). Our commitment endures. As we look ahead to the next strategic planning cycle through our strategic plan Enterprise 25, and our Stretch Reconciliation Action Plan (Stretch RAP), we are reaffirming our intent to be the University of Choice for Aboriginal people in South Australia and beyond.

We intend to deepen understanding of Aboriginal culture and knowledges and to demonstrate that they are fundamentally important to Australia’s intellectual, social and cultural capital and a vital source for innovation and our approach to learning.

Aboriginal and Torres Strait Islander people have experienced extensive historical discrimination that continues today. The Commonwealth and State Governments’ have sought to make this discrimination unlawful through a range of legislative initiatives including the Racial Discrimination Act 1975.

UniSA initiatives and resources

UniSA has an extensive range of initiatives, led by the Pro Vice Chancellor: Aboriginal Leadership and Strategy, to support our commitment as a University of Choice for Aboriginal People. Among these initiatives are Aboriginal Cultural Awareness workshops that are held regularly to raise awareness and enhance the knowledge of all our staff of Aboriginal Australia.

For more information on the UniSA’s strategy and initiatives in this area:

- Aboriginal Engagement
- University of South Australia’s Stretch RAP
- Aboriginal Engagement and Strategic Projects

For involvement/participation:

- Aboriginal Cultural Awareness Workshops
- National Reconciliation Week | Reconciliation Australia
- NAIDOC Week
- National Sorry Day
- Welcome and Acknowledgement of Country

Appropriate terminology when referring to Aboriginal people

Aboriginal and Torres Strait Islander people: is used when referring to the First Peoples of all the lands and seas now known as Australia. Individuals may identify as Aboriginal or Torres Strait Islander or both Aboriginal and Torres Strait Islander. Individuals may also refer to themselves by their language group, for example, Kaurna person. The acronym ATSI is not acceptable.

Aboriginal: is used when referring to the First Peoples of mainland Australia and those of surrounding islands who identify as Aboriginal. Aboriginal is always used in South Australia. The correct terminology is an Aboriginal person or Aboriginal people - NOT Abo, Aborigine, Aborigines or Aboriginals. An exception is if they are a Torres Strait Islander person (see below). Capital A is always used for Aboriginal.

Torres Strait Islander: is used when referring to people who identify as Torres Strait Islander - NOT TI or TSI or Islander or Aboriginal.

Indigenous: is capitalised as a sign of respect and used in this document when referring to global Indigenous populations. The use of the term ‘Indigenous’ has evolved through international law. It acknowledges a particular relationship of Indigenous first inhabitants to the territory from which they originate.

Non-Aboriginal or non-Indigenous: is used when referring to people who are not of Aboriginal or Torres Strait Islander descent. In South Australia, the term non-Aboriginal is preferred to non-Indigenous. First Peoples or First Nations: used interchangeably to refer to global Indigenous populations.

When writing: in documents relating to the South Australian population, we recommend, ‘Aboriginal and Torres Strait Islander people, and hereafter Aboriginal people’. For populations across Australia, ‘Aboriginal and Torres Strait Islander people’. For global populations (including or excluding Australia), ‘Indigenous people’ is appropriate to use. Of course, these are not always rigid and are sometimes determined by other factors, such as journal definitions or the community language group.

Offensive term: these terms must not be used in any context including social media: Abo, Aborigine, Aborigines, ATSI, coon, native, blacks, mixed blood, half-caste, quarter-caste, full-blood, part-Aboriginal, 25%, 50% Aboriginal (blood quantum). (extracted from SAHMRI Aboriginal and Torres Strait Islander Protocol, January 2018 pp17-18)
Age

Age discrimination occurs when a person is treated less favourably, or not given the same opportunities as others in a similar situation, because they are considered to be too old or too young. The Age Discrimination Act 2004 prohibits discrimination in employment on the grounds of age and applies to young and older workers alike. The Act makes it unlawful to harass or bully another person because of their age. Stereotypes about young people and mature workers can influence decisions made during recruitment and in the workplace. Examples of age discrimination can include:

- not employing certain people because they won’t ‘fit in’ with other employees because of their age
- not employing younger workers because of assumptions that they will quickly move on to another job
- advertising a position for someone aged ‘under 30’ to join a ‘dynamic, young team’
- making choices around redundancy, or forcing someone to retire, because of his or her age.

At UniSA, it is people’s skills and abilities that are valued and determine access to employment and other opportunities. We also acknowledge that people may have varying needs at different stages in their life and we seek to accommodate these in a constructive manner.

UniSA initiatives and resources

Several programs provide access to employment and career development for people new to, or re-entering the workforce. They include graduate employment programs and traineeships. Staff may want to consider ways of balancing work with outside commitments for a range of reasons from caring for children or elderly parents or to look at options prior to retirement. Flexible work arrangements may be negotiated based on the particular need of the staff member.

For more information:
- Graduates and trainees
- Flexible work arrangements

Disability

Around one in five Australians has a disability. A disability can include physical, intellectual, psychiatric, sensory (e.g. hearing or vision), neurological, and learning disabilities, as well as physical disfigurement and the presence in the body of disease-causing organisms. People with disabilities can face discrimination in work and life.

UniSA has taken an inclusive and positive approach to supporting people with a disability through our Disability Action Plan (PDF, 926kb). The University was among the first Australian universities to develop this type of action plan. It focuses on increased awareness about disability and outlines initiatives and activities to further enhance:

- the inclusion of students and staff with a disability in all aspects of University life;
- identification and removal of barriers to tertiary education and employment for students and staff;
- diversification of the University’s workforce and student population and;
- prevention of intentional, non-intentional or systemic discrimination.

UniSA initiatives and resources

In 2014, UniSA launched its Disability hub – a one-stop-shop that provides links to all the information, procedures and services available to the UniSA community with details of how the University is supporting staff with a disability, to ensure they have the same inherent rights as all members of the University community: and are treated with respect, courtesy, fairness and equity.

Staff are encouraged to discuss their disability with their supervisor to enable the most suitable approach to providing support and assistance. Where modifications to the workplace are required, support will be provided wherever possible to enable staff to continue to carry out their duties. Changes may include re-design of job duties, modification of the work environment, flexibility in hours of work agreed through consultation with the staff member and treating specialist. Multi-access suites are available for people with disabilities to rest or deal with disability-related needs.

For more information on the support available for staff and students, see:
- Disability hub
- Multi-access suites
- Disability Action Plan
- Safety and Wellbeing resources for staff with a disability
**Gender equity**

UniSA's commitment to equality of opportunity for women is long held. Our University Council endorsed our policy of equality of opportunity in June 1991, within six months of the institution's establishment. The policy committed the University to taking positive steps to remove any barriers that have prevented women from doing some jobs, or from taking the chance to advance to higher levels within the University. A range of other policies designed to protect women against workplace discrimination and to support their full and active involvement in all aspects of the University community subsequently complemented the EO policy including:

- Sexual Harassment Policy since 1993
- Discrimination and harassment grievance procedures (Staff) since 1997
- Diversity and representation on committees and working groups (formally Women on committees policy) since 1994
- Inclusive Language since 1997

Because of these commitments, the University has benefited from the energy, involvement and inspiration of women in all levels of our workforce, from junior roles to the most senior levels of University leadership. While much has been achieved, more remains to be done to ensure genuine equality of opportunity exists at all levels and in all domains of University activity.

**UniSA initiatives and resources**

Among recent initiatives, UniSA has chosen to participate in the Science in Australia Gender Equity (SAGE) Pilot of Athena SWAN. The pilot aims to apply the Athena SWAN Charter, a successful evaluation and accreditation framework from the United Kingdom, to promote gender equity and diversity in science, technology, engineering, mathematics and medicine (STEMM) in Australia.

Whilst SAGE has primarily focused on the STEMM disciplines, UniSA has decided to take a whole-of-University approach to drive greater equity and diversity through our culture and workplace.

The University has offered a Women’s Development program since 1995 to provide women with opportunities to develop professionally and personally and to better position them for promotion.

Each year UniSA reports to the Workplace Gender Equality Agency on achievements and changes to policy and practice in line with the Workplace Gender Equality Act.

For more information:
- SAGE Athena SWAN initiative
- Women’s Development program
- UniSA’s reports under the Workplace Gender Equality Act (internal access only)
- Equity and Diversity resources

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**Family responsibility and pregnancy**

As part of its commitment to workplace diversity, the University provides significant flexibility in its leave provisions and in the management of its workplace to support staff who have family responsibilities – for example, from looking after a sick child, attending a parent/teacher interview, or taking a partner or parent to the doctor.

The University considers this an important contribution to providing greater equality of opportunity for people, most often women, who the principal carers in many families. However, many men also have these responsibilities and are supported by the same initiatives.

UniSA initiatives and resources

UniSA has generous parental leave provisions, including up to 22 weeks full-time paid maternity or adoption leave and 15 days paid partner leave.
Sexual orientation and gender identity

UniSA seeks to maintain a working, learning and social environment in which the rights and dignity of all its staff and students are respected. Our policy on equality of opportunity provides that no student or member of staff will be treated less favourably on grounds that include sexual orientation and gender reassignment. The University has zero tolerance for discriminatory behaviour of any other kind.

This commitment is underpinned by the Sex Discrimination Act 1984, which makes it unlawful to treat people less favourably than another person in a similar situation because of their sexual orientation, gender identity or intersex status.

UniSA aims to give support and understanding to those individuals who wish to take, or have taken, steps to present themselves in a gender different to the gender assigned at birth. We recognise that the period of transition can be complex and challenging, and we will provide support to ease any transition period.

At UniSA, we expect respect for trans people, and their partners, spouses and family members, and those of transition can be complex and challenging, and we will provide support to ease any transition period.

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At UniSA, we expect respect for trans people, and their partners, spouses and family members, and those who are perceived to be trans, in terms of:

- their gender identity;
- their right to work and study with dignity;
- their name and personal identity;
- their privacy and confidentiality.

A note on terminology

UniSA recognises that respect for individuality impacts on a person’s self-worth and inherent dignity.

The use of inclusive terminology respects individuality and enables visibility of important issues. The University supports the right of people to identify their sexual orientation, gender identity or intersex status as they choose. We recognise that terminology is strongly contested, particularly terminology to describe gender identity. Some of the terminology in use by relevant communities and organisations is outlined below:

- Gender: The term ‘gender’ refers to the way in which a person identifies or expresses their masculine or feminine characteristics. A person’s gender identity or gender expression is not always exclusively male or female and may or may not correspond to their sex.
- Gender expression: The term ‘gender expression’ refers to the way in which a person externally expresses their gender or how they are perceived by others.
- Gender identity: The term ‘gender identity’ refers to a person’s deeply held internal and individual sense of gender.
- Intersex: The term ‘intersex’ refers to people who are born with genetic, hormonal or physical sex characteristics that are not typically ‘male’ or ‘female’. Intersex people have a diversity of bodies and identities.
- LGBTIQ+: An acronym which is used to describe lesbian, gay, bisexual, queer, questioning, trans and intersex people collectively. Many sub-groups form part of the broader LGBTIQ movement.
- Sex: The term ‘sex’ refers to a person’s biological characteristics. A person’s sex is usually described as being male or female. Some people may not be exclusively male or female (the term ‘intersex’ is explained above). Some people identify as neither male nor female.
- Sexual orientation: The term ‘sexual orientation’ refers to a person’s emotional or sexual attraction to another person, including, amongst others, the following identities: heterosexual, gay, lesbian, bisexual, pansexual, asexual or same-sex attracted.
- SOGI: An acronym which is used to describe sexual orientation, gender identity, and intersex status collectively for the purposes of law and policy, most often in human rights and anti-discrimination law.
- Trans: The term ‘trans’ is a general term for a person whose gender identity is different to their sex at birth. A trans person may take steps to live permanently in their nominated sex with or without medical treatment. (From Australian Human Rights Commission report (2015) Resilient Individuals: Sexual Orientation Gender Identity & Intersex Rights)

LGBTI staff and students are vital contributors to our community, in providing support for members of this diverse community, the UniSA recognises that the terms we use can have a profound impact on a person’s identity, self-worth and inherent dignity. The use of inclusive and acceptable terminology empowers individuals and enables visibility of important issues. We encourage all members of our community to develop their understanding of the needs and interests of LGBTI people so that we can enrich and sustain an inclusive and respectful culture. The above provides a guide to the terminology used by Australian Human Rights Commission in relation to LGBTI issues.

Unisa initiatives and resources

- The University is currently in the process of establishing an Ally network for LGBTIQ+ people.
- Confidential advice and support for staff is available through our Employee Assistance Program.
- Access to family responsibility, parental and carer’s leave is available regardless of your gender or sexuality.
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Sexual Assault and Harassment

UnSA's commitment to a diverse, inclusive and safe University culture means that we strive to ensure our campuses and learning environments are free from bullying, discrimination and sexual harassment and violence. The University is a signatory and active participant in the national Respect. Now. Always. Campaign, aimed at ending sexual assault and sexual violence on Australian university campuses.

Sexual assault is an unlawful act that covers a range of forced and/or coerced sexual behaviours that are unwanted and have not been consented to. Sexual assault is a critical incident requiring a specific policy response from the University.

Sexual harassment is defined under the South Australian Equal Opportunity Act 1984 and the Commonwealth Sex Discrimination Act 1984. These Acts are administered by the South Australian Equal Opportunity Commissioner. Sexual harassment can include:

- Intentional and unwelcome acts of physical intimacy
- Requests or demands (directly or by implication) for sexual favours
- Remarks with sexual overtones made on more than one occasion where, in the circumstances, it is reasonable for the person to feel offended, humiliated and intimidated.

Both men and women can experience sexual harassment at work. However, it is most commonly experienced by women.

Sexual harassment isn’t always unlawful but may be considered misconduct in almost all employment situations and relationships. For example, it is prohibited at the workplace, at work-related activities such as training courses, conferences, field trips, works functions and office Christmas parties.

UnSA initiatives and resources

The University’s policy and procedures address how sexual harassment and assault will be responded to and provide advice and support to people who indicate that they have been sexually assaulted or harassed. Sexual assault is a criminal matter to be dealt with under Criminal Law.

The University’s Sexual Harassment and Assault website provides a one-stop shop for advice and support:

- Sexual Harassment policy
- Sexual Harassment and Assault website
- 1800respect - sexual-assault-and-violence counselling advice

Close personal relationships between staff and students

The University discourages sexual or other intimate relationships between staff and students particularly where there is an imbalance between their respective roles and responsibilities. The University is especially concerned about the involvement of members of academic staff in any direct supervisory, teaching or assessment roles with students with whom they have, or have had, a sexual or intimate personal relationship. The considerable power imbalance between teaching and supervisory staff and their students means that the relationship can potentially be vulnerable to exploitation and can affect the capacity of a student to freely consent to associations or relationships initiated by staff or their students. It can also give rise to other negative outcomes such as favouritism, assessment advantage, sexual harassment or accusations of these from others. Members of academic staff are expected to remove themselves immediately from any supervisory, teaching or assessment roles involving students with whom they have, or have had, a sexual or intimate personal relationship. Staff should declare in confidence any such action taken to their Head of School or Research Institute/Centre Director.

For more information please refer to the Code of Good Practice: Relationships between staff and students.

Stay informed

Find out more about the Universities Australia initiative to prevent and address sexual assault and harassment across the sector.

1 Sexual harassment is not sexual interaction, flirtation, attraction or friendship that is invited, mutual, consensual or reciprocated.
Domestic violence

Domestic violence refers to violence, abuse and intimidation between people who are or have been in an intimate relationship. Whereby one party uses violence or intimidation to control or dominate the other person. This can lead to fear, physical harm or psychological harm. More details on the types of domestic abuse are available on this [website].

The impact of domestic violence on those who experience it is profound and can be life threatening. While domestic violence can be experienced by many different types of people, it most often occurs to women.

The University is a supporter of the White Ribbon campaign to stop domestic violence and others as part of our commitment to the wellbeing of all our people.

Initiatives and resources

- White Ribbon Stop Violence Against Women
- Domestic Violence Leave provisions

Workplace bullying and harassment

Workplace bullying can affect the psychological and physical health of a person and is unlawful. It is defined in Australian law as repeated and unreasonable behaviour directed towards an employee or a group of employees that creates a risk to health and safety.

Workplace bullying may include but is not limited to:

- persistent teasing or regularly making someone the brunt of practical jokes
- spreading rumours or gossip or innuendo of a malicious nature
- constant and unreasonable criticism or trivialising of achievements
- deliberately denying someone access to information or resources required to complete work or providing incorrect, incomplete or delayed information
- setting impossible deadlines or workloads
- intentionally under-utilising someone and her/his relevant skills and experience
- setting tasks that are unreasonably beyond a person’s ability and the requirements of the position
- chastising someone in front of other people
- setting someone up for failure
- deliberately excluding someone from normal workplace activities
- excessively supervising or monitoring someone
- allocating humiliating and demeaning tasks unequally.

A manager taking responsible action in a reasonable way, for example in directing and allocating work and providing feedback on a staff members performance, is not workplace bullying.

Initiatives and resources

People, Talent & Culture Unit have created [Recognising and managing workplace bullying] as a resource to help staff and managers to recognise and combat bullying in the workplace.

- Code of Ethical Conduct
- Core attributes of UniSA staff
- Discrimination and harassment grievance procedures (staff)
- Safework Australia [Guide to Responding to Workplace Bullying] (May 2016)
- Fair Work Ombudsman [Employee Entitlements Bullying and Harassment]
Conclusion

UniSA is committed to eliminating unlawful discrimination and harassment, to advancing equality of opportunity and to enriching and sustaining an inclusive and respectful culture where our people thrive.

All members of our community should see this as their personal responsibility as well. That includes the way they treat others, see the positives in gender, cultural and physical differences and build respectful relationships, regardless of difference.

We hope this Guide has contributed to your understanding of the issues. Please follow some of the embedded links and find out more about how together we can build a diverse, inclusive, safe and culturally competent workplace.

If you feel that there is more we do to inform you or support you in building a diverse, inclusive, culturally competent University, or improve this guide please email us your feedback or advice on greg.giles@unisa.edu.au.

Further reading

- Australian Human Rights Commission Know Your Rights brochures
- Fair Work Ombudsman Employee Entitlements Bullying and Harassment
- 5 Reasons Diversity in the Workplace is a Competitive Advantage
- SAGE Athena Swan project
- South Australian Equal Opportunity Commission Frequently Asked Questions
- (UK) Equality Challenge Unit Advancing LGE Equality: Improving the Experience of lesbian, gay and bisexual staff and students in higher education
- White Ribbon Australia

Contacts

People, Talent & Culture
PTC staff can provide advice on the options available to you and help you step your way through a plan to manage the situation.
→ phone: 8302 2220
→ w3.unisa.edu.au/hrm/contacts/default.asp

Employee Assistance Program (EAP) counselling service
Sometimes staff need to talk about situations with a counsellor. UniSA provides free confidential access to an external counselling service for staff and their immediate family members and for managers.
→ phone: 1300 277 924
→ w3.unisa.edu.au/safetyandwellbeing/IM_Wellbeing/eap.asp

Employee wellbeing
UniSA recognises that there is more to life than work and that it is this blend of our work life and our personal life that impacts our wellbeing. We offer a variety of services and facilities to support the wellbeing of our staff and their families. Visit the Wellbeing website to find out more.
→ w3.unisa.edu.au/safetyandwellbeing/IM_Wellbeing/default.asp

Equity contacts
Equity contacts will provide you with advice on how the complaint procedures work and, if needed, direct you to someone who will provide you with further advice or handle your complaint.
→ w3.unisa.edu.au/hrm/contacts/equity.asp

External contacts
UniSA ensures that staff have access to information about contacting external agencies that you can go to can go to for information and assistance, particularly if you feel that your rights may have been breached.
→ i.unisa.edu.au/policies-and-procedures/external-agencies/

An electronic version of this guide with links to all resources can be found at w3.unisa.edu.au/staffdev/guides/equity_and_diversity.pdf

Conclusion

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UniSA respects the Kaurna, Boandik and Barngarla peoples' spiritual relationship with their country.

For further information:
Telephone (08) 8302 1333
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Email greg.giles@unisa.edu.au