

Bullying and Harassment in the Workplace Prevention and Management Policy

Version	Approved by	Approval date	Effective date	Next review
1.0	Vice-Chancellor	23 February 2022	23 February 2022	February 2025
Policy Statement				
Purpose	This Policy sets out the principles for preventing and responding to incidents of workplace bullying and harassment occurring at or connected with UNSW.			

This Policy applies to all UNSW staff and affiliates.

Bullying and harassment is 'connected with UNSW' and covered by this Policy where and when it occurs in the following circumstances:

Scope

- x in the physical workplace, including outside of normal working hours, when working remotely or online
- x while undertaking work activities, including interactions with third parties and while working away from the UNSW premises
- x at work-related events or in connection with a work-related event

Anti-discrimination legislation also makes it unlawful to discriminate against or harass a person in the workplace in certain circumstances.

Examples of incidents that may be considered harassment include, but are not limited to:

- singling out individuals from culturally and linguistically diverse backgrounds, individuals who identify as LGBTIQ+, people with a disability, or singling out a person based on their age or religion. This can include derogatory jokes, slurs or personal insults and expressions of intolerance.
- negative behaviour founded on discrimination
- physical actions such as intruding in one's personal space or damaging possessions
- making vexatious, baseless complaints against an individual.

2.3.1 Sexual Harassment

Sexual harassment occurs where there is an unwelcome sexual advance, or other unwelcome sexual behaviour towards another person, in circumstances where it can reasonably be expected that the person would be expected to have a reasonable expectation of a response from the person.

Revision History				
Version	Approved by	Approval date	Effective date	Sections modified
1.0	Vice-Chancellor	23 February 2022	23 February 2022	New policy