
ANTI-DISCRIMINATION AND HARASSMENT POLICY

Students shall not discriminate against any other student or MSAC Institute of Training staff member in relation to:

- sex, sexual orientation, gender identity, breastfeeding, marital status, race (including colour), nationality, ethnic or national origin, the state of being a parent, childless or a de facto spouse, lawful religious or political belief or activity, impairment (including physical impairment, mental illness, mental retardation); or
- Make unwelcome or discriminatory comments or take unwelcome or discriminatory actions against any other student or MSAC Institute of Training staff member.

- Harassment can take many forms and may include engaging in sexually harassing or offensive behaviour including but not limited to: -
 - Verbal taunts and teasing;
 - Jokes;
 - The sending of discriminatory e-mails, the display of offensive material;
 - Bullying; or
 - any other behaviour which creates a hostile working or learning environment.

- Sexual Harassment is any unwanted, unwelcome or uninvited behaviour of a sexual nature which makes a person feel humiliated, intimidated or offended. Sexual harassment can take many different forms and may include physical contact, verbal comments, jokes, propositions, the display of offensive material or other behaviour which creates a sexually hostile working or learning environment.

Examples of sexual harassment in the learning environment include:

- uninvited touching;
- smutty jokes or comments;
- making promises or threats in return for sexual favours;
- displays of sexually graphic material including posters, pinups, cartoons, graffiti or messages left on notice boards, desks or common areas;
- repeated invitations to go out after prior refusal;
- sexual gestures;
- sex-based insults, taunts, teasing or name-calling;
- staring or leering at a person or at parts of their body;
- sexually explicit conversation;
- persistent questions or insinuations about a persons private life;

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- offensive phone calls or letters.

Some types of harassment may also be offences under the criminal law. These include:

- physical molestation or assault;
- indecent exposure;
- sexual assault;
- stalking;
- obscene communications (telephone calls, letters etc.);
- making lewd comments, telling dirty jokes (including by Email) or using foul language;
- making gender based insults or taunting;
- making sexually explicit conversation;
- making unwelcome remarks about a persons sex or private life;
- making statements of a sexual nature, either verbal or written and either made to a person or in their presence;
- making suggestive comments about a persons appearance; or making offensive or nuisance telephone calls.

Under Federal Law, you are protected by the following Acts:

Age Discrimination Act 2004

<http://www.comlaw.gov.au/comlaw/management.nsf/lookupindexpagesbyid/IP200402750?OpenDocument>

Disability Discrimination Act 1982

<http://www.comlaw.gov.au/comlaw/management.nsf/lookupindexpagesbyid/IP200401406?OpenDocument>

Human Rights & Equal Opportunity Commission Act 1986

<http://www.comlaw.gov.au/comlaw/management.nsf/lookupindexpagesbyid/IP200401635?OpenDocument>

Racial Discrimination Act 1975

<http://www.comlaw.gov.au/comlaw/management.nsf/lookupindexpagesbyid/IP200401654?OpenDocument>

Sex Discrimination Act 1984

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<http://www.comlaw.gov.au/comlaw/management.nsf/lookupindexpagesbyid/IP200401301?OpenDocument>