

# ST JOHN'S COLLEGE

## Policy on Harassment, Discrimination and Bullying

The College has adopted a policy and set of procedures on harassment, bullying and discrimination. The University of Sydney has similar procedures in place. Students and Staff also have the right to take complaints of harassment to the Anti-Discrimination Board or to the Police where appropriate.

**What can I do if I feel I have been a victim of harassment?** You may feel able to communicate with the offending person by talking things over or writing a letter. You should not hesitate to contact any senior member of the staff of the College, the designated Harassment Advisers, in the strictest confidence.

**What can I expect of an Harassment and Discrimination Adviser?**

An Adviser will inform, support and advise you. When appropriate, Advisers will refer complaints to the Rector (or other designated person) or to an External Conciliator, but only as you and the Adviser agree.

**Who is the External Conciliator?**

The College has appointed the Manager, Harassment and Discrimination Resolution, University of Sydney, as its External Conciliator. Normally, a complaint will go to the Conciliator only after being referred to a College Adviser, but you have the right to go directly if you wish.

**What can I expect of an External Conciliator?**

If you wish to take action, the Conciliator will in confidence where appropriate inform the alleged offender(s) of the nature of the complaint and offer conciliation. Conciliators are neutral in the sense that their focus is on the reconciliation of a dispute. They are required not to side with one party against another. If the alleged offender is prepared to modify his or her behaviour after the matter has been explained, the objects of Conciliation are to:

- a. avoid any recurrence of the offending behaviour
- b. ensure there are no reprisals for making the complaint
- c. redress the situation if you have suffered disadvantage as a consequence of reporting or resisting the harassment.

**What if conciliation is refused, fails or is inappropriate?**

If conciliation is refused or fails, you may lodge a written formal complaint to the Rector, requesting that the Rector or a person designated by the Rector investigate and determine the matter.

**Complaints to the External Conciliator**

Any person may take a complaint against any member of the College (whether staff, Fellows, associates, visitors or students) directly to the External Conciliator. In the event that this avenue is deemed unsuitable, any person may appeal to the College Council. Notwithstanding all of the above, the Council of St John's College reserves the right to give final judgement in all disputes and other matters relating to staff and students.

For the University's policy and procedures, see

[www.usyd.edu.au/eoo/html/policies\\_haras\\_discrim\\_res\\_procedure.htm](http://www.usyd.edu.au/eoo/html/policies_haras_discrim_res_procedure.htm)