Social legislation

Discrimination and harassment
Consistent with the University equity and diversity policy the University encourages and actively promotes a learning and working environment free from discrimination and harassment.

To achieve this goal the University maintains grievance management procedures to assist students and staff to help resolve situations of harassment and discrimination in a way that protects the complainant from further harassment.

Initial enquiries can be made anonymously, however, the University is committed to the principle of natural justice (ie giving individuals the right to respond to specific allegations made against them) and so will not generally act on anonymous formal grievances lodged against individuals.

Macquarie University takes vexatious or malicious claims very seriously.

Where an enquiry concerns allegations of structural or systemic discrimination, the University will determine if there is scope for further investigation.

- For staff grievances involving discrimination or harassment on equity grounds – contact the Equity and Diversity Unit (Social Inclusion).
- For other staff grievances – contact the Employee Relations Unit (Human Resources).
- For coursework student grievances contact the Office of the Dean of Students.
- For research student grievances contact the Dean, Higher Degree Research.

Equity and diversity
Macquarie University is committed to social inclusion, equity and diversity in employment and education, in order that all members of the university community can fully participate in a safe and supportive environment. This position is enunciated on the social inclusion website.

Council formally condemns discrimination, harassment and victimisation towards staff or students by any members of the University community.

University policy is aligned with the objectives of the NSW Anti-Discrimination Act 1977, the Commonwealth Equal Opportunity for Women in the Workplace Act 1999, and the Commonwealth Sex, Age, Racial and Disability Discrimination Acts.

The University will take measures to prevent and eliminate direct and indirect discrimination, and also discrimination on the grounds of a person’s relationship to another (‘by association’ being friend, partner, relative or work colleague). Under the law, this is in relation to education, employment and service provision by the University as a public body.

The grounds for equity based discrimination and harassment include sex, sexual preference/orientation, pregnancy/potential pregnancy, breastfeeding, homosexuality, transgender/transsexual status, age, marital/domestic status, race, political or religious affiliation, disability, or family/carer’s responsibilities.

Government information public access

The GIPA Act creates new rights to information that are designed to meet community expectations of more open and transparent government. The Act encourages the routine and proactive release of government information, including information held by the providers of goods and services contracted by government agencies.

Macquarie University is committed to ensuring the public’s right to information meets the requirements of the GIPA Act and that we appropriately respond to other requests for information.

Please contact:
The Right to Information Officer
Macquarie University
Building E11A, Room 156
Macquarie University NSW 2109

Occupational health and safety policy
As an institution of higher education, Macquarie University operates in an environment comprising of a diverse range of risks and hazards. Macquarie is committed to ensuring the health and wellbeing of its employees, students and visitors by providing as safe a place to work, study and visit as is possible.

To meet these objectives, Macquarie University will:

- ensure that safety is a key priority for all members of the University community
- implement key performance indicators for OHS
- implement and maintain safe systems of work
- maintain a system of maintenance to buildings, plant and equipment

The University regularly reviews and amends the content and form of the Calendar of Governance, Legislation and Rules and the Handbook of Undergraduate Studies with the latest versions of these published on the University websites www.handbook.mq.edu.au and http://universitycouncil.mq.edu.au. The Handbook of Postgraduate Coursework Studies is available online www.handbook.mq.edu.au.
Calendar of Governance, Legislation and Rules – 2012

- undertake risk management activities to identify, eliminate and/or manage risks in the work place
- provide and maintain safe systems for the use, handling, storage and transportation of plant, equipment and hazardous substances
- provide effective means of consultation with employees
- provide appropriate OHS training, information, instruction and supervision for all staff and students
- provide adequate resources, including finances, to meet the University’s OHS responsibilities
- comply with applicable legislation, regulations and relevant standards.

The University will outline its OHS objectives, performance indicators through its strategic OHS plan; and will report on its performance on a quarterly basis.

This policy will be reviewed as required by legislation and/or organisational changes.