Social legislation

Discrimination and harassment
Macquarie University strives to be a safe, inclusive and vibrant university community for all students and staff. Consistent with Macquarie University policy, the University encourages and actively promotes a study and work environment free from discrimination, harassment and bullying. University Council formally condemns discrimination, harassment and bullying towards staff or students by any members of the University community.

To achieve this goal the University maintains grievance management procedures to assist students and staff to help resolve situations of discrimination, harassment and bullying in a way that protects all parties concerned. 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.

Initial enquiries can be made anonymously and advice may be sought on how to manage the situation at local level in the first instance. 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 grievances lodged against individuals.

The grounds for equity based discrimination 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.

Where an enquiry concerns allegations of structural or systemic discrimination, the University will determine if there is scope for further investigation. Please note that Macquarie University takes vexatious or malicious claims very seriously.

• for staff grievances involving discrimination or harassment on equity grounds – contact the Equity and Diversity Unit
• for staff grievances involving industrial or interpersonal issues – contact the Employee Relations Unit (Human Resources)
• for coursework student grievances contact the Director, Campus Wellbeing and Engagement
• for research student grievances contact the Dean, Higher Degree Research

Equity and diversity
Macquarie University is committed to inclusion, equity and diversity in employment and education. Our aim is that all members of the University community be able to fully participate in an inspiring, safe and supportive environment.

Our position, programs and initiatives are enunciated on the Diversity and Inclusion webpages at mq.edu.au/on_campus/diversity_and_inclusion/

Designated equity groups at Macquarie include women (especially those in non-traditional fields of employment and education; and those aspiring to senior positions); people who identify as gay, lesbian, bisexual, trans and intersex, queer/questioning (GLBTIQ); Indigenous Australians; people with disability; and those from culturally and linguistically diverse backgrounds. Equity groups also include students from low socio-economic backgrounds and those from remote, rural and regional areas.

University policy is aligned with the objectives of the NSW Anti-Discrimination Act 1977, the Commonwealth Workplace Gender Equality Act (2012), and the Commonwealth Sex, Age, Racial and Disability Discrimination Acts.

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 CSC, Room 371
Macquarie University NSW 2109
or email gipa@mq.edu.au
Health and safety policy
Macquarie University is committed to ensuring the health, safety and wellbeing of its employees, contractors, students and visitors by providing a safe place to work, study and visit.
To meet these objectives, Macquarie University will:
- ensure that safety is a key priority for all members of the University community
- implement key safety performance targets and indicators
- implement and maintain safe systems of work
- maintain a system of maintenance to buildings, plant and equipment
- undertake risk management activities to identify, eliminate and/or manage risks in the workplace
- 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 Health and Safety training, information, instruction and supervision for all staff and students
- ensure adequate resources, including financial, are provided to meet the University's Health and Safety responsibilities
- comply with applicable legislation, regulations and standards.
The University will outline its Health and Safety objectives and key performance targets through its Health and Safety plan; and will report on its performance on a quarterly basis.
This policy will be reviewed as required by legislation and/or organisational changes.
- provide effective means of consultation with employees
- provide appropriate Health and Safety training, information, instruction and supervision for all staff and students
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