Workplace Behaviour Standard

Section 1 - Purpose

(1) This document builds on the principles of the Workplace Behaviour Policy by providing clear guidance on the standards and expectations for staff behaviour in the workplace context.

Section 2 - Overview

(2) Authority for this document is established by the Workplace Behaviour Policy.

Section 3 - Scope

(3) This standard applies to the RMIT Group, which is RMIT University and its controlled entities (RMIT Europe, RMIT Online, RMIT University Pathways (RMIT UP), RMIT Vietnam).

(4) This standard applies to RMIT University Council members, Council committee members, employees (including employees who are also students), researchers, contractors and volunteers of the RMIT Group, both in Australia and overseas, subject to any relevant legislation (collectively referred to in this policy as staff).

Section 4 - Standard

(5) Staff must not unlawfully discriminate against anyone in a workplace context because that person has, may have or had one or more of the protected attributes as defined in the Inclusion, Diversity and Equity Policy, including but not limited to:

a. indigeneity, or identity as an Aboriginal or Torres Strait Islander person
b. age
c. physical features
d. race (including colour, nationality, ethnicity, ethnic or social origin)
e. gender identity or expression
f. pregnancy or potential pregnancy
g. breastfeeding
h. impairment, disability, or mental health condition
i. employment activity, profession, trade or occupation
j. industrial activity, membership or non-membership of a union
k. sex or intersex status
l. political belief or activity
m. marital and relationship status
n. parental status, status as a carer (family responsibilities)
o. sexual orientation

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p. lawful sexual activity
q. sex characteristics
r. religious belief or activity
s. expunged homosexual conviction
t. spent conviction
u. personal association (as a relative or otherwise) with a person who is identified by reference to any of the above attributes
v. any other protected attribute defined by law.

(6) If there is a conflict between the protected attributes in RMIT Group policy and the laws of Vietnam (or any offshore jurisdiction that may be relevant), the Vice President, People and Culture will determine the appropriate response, on a case by case basis, taking into account to RMIT's organisational values and local requirements and authorities.

(7) Staff must not sexually harass anyone they have contact with in connection with RMIT, or in the workplace context. Sexual harassment under the Fair Work Regulations 2009 is considered serious misconduct. In Australia, where an RMIT employee is found to have engaged in serious misconduct, their employment may be terminated summarily (without notice).

(8) Staff must not bully anyone they have contact with in connection with the workplace. Reasonable performance management, and the setting and management of reasonable performance goals, does not constitute bullying.

(9) Staff must not victimise anyone they have contact with in connection with their employment or engagement with RMIT.

(10) There are other types of staff or associate behaviour in connection with RMIT which do not meet the definitions of discrimination, harassment (including sexual harassment), bullying, or victimisation but still amount to unprofessional or disrespectful conduct and are inappropriate and unacceptable. This includes:

a. unreasonable behaviour that creates a risk to health and safety or causes another person to feel unsafe
b. behaviour that takes improper advantage of a power imbalance or relationship which exists between individuals, and
c. behaviour that involves deceit, fraud, theft, corruption, conflicts of interest or malicious damage to RMIT property.

Status and Details

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Policy Owner	Gaynor Witts Vice President, People and Culture
Policy Author	Stephen Morrison Director, Policy and Workplace Relations
Enquiries Contact	People Connect

Glossary Terms and Definitions

"RMIT Group" - RMIT University and its controlled entities (RMIT Europe, RMIT Online, RMIT Vietnam, RMIT University Pathways)

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