



Statement on safety and respect

The AEU is committed to ensuring that all gatherings and forums convened in its name are free from all forms of harassment, including sexual harassment and racism.

This statement relates to expectations of conduct towards and between all AEU members and employees, whether involved in an AEU gathering or forum at a workplace, branch, committee, special interest group, network, Executive, Council and Conference meeting, or taking part in any other authorised AEU forum, whether physical or in the online space. This includes, but is not limited to, AEU social media platforms such as Facebook, Instagram, Twitter and YouTube.

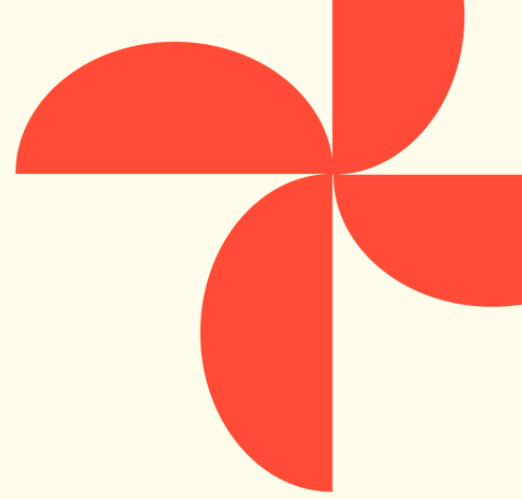
The AEU ACT Rules, specifically Rule 16, provides a mechanism for dealing with misconduct by members at meetings of the AEU convened under the rules. This Statement on Safety and Respect is intended to inform the operation of meetings and other activities convened under the AEU's rules. The statement also outlines considerations for dealing with concerns regarding conduct in contexts not covered by the rules.

The AEU is committed to:

- fostering the goodwill and trust necessary to protect the rights of all individuals
- promoting mutual respect, understanding and cooperation as the basis of interaction among all participants
- supporting participants' right to fully express their democratic privilege to participate in AEU meetings, forums and events, free of all forms of harassment, including sexual harassment and racism.

The AEU will neither condone nor tolerate behaviour that undermines the dignity or self-esteem of individuals or the integrity of relationships. All members must feel safe to express their own views, and elected representatives must be empowered to express the views of the members they represent.

Members who believe these expectations have been breached should raise their concerns. All such concerns will be taken seriously and treated confidentially to the extent possible while the situation is assessed. Each matter will be assessed on its own merits and, where appropriate, dealt with according to the process outlined in Rule 16 of the AEU ACT Branch Rules or such alternative process as may be required to deal with matters not covered by the rules.



From bystanders to upstanders

A bystander is someone who sees or knows about bullying, harassment, discrimination or victimisation that is happening or has happened to someone else. It is generally accepted that a bystander does not act to protect a victim of inappropriate behaviour. We all have responsibilities to respect and protect the rights of others.

An upstander will use words and/or actions that can help someone who is being subjected to inappropriate behaviour. If upstanders are confident in taking safe and effective action to support victims, then there is a greater possibility that the inappropriate behaviour will stop and the victim can recover.

People respect those who stand up for others, but acting can be tough. Upstanders who witness behaviour that is inconsistent with AEU expectations, including bullying, harassment, sexual harassment, racism and/or unlawful discrimination (in person or online), are encouraged to speak up, take appropriate action if safe to do so, and report their concerns.

Consequences of breaching this policy

Where a member's conduct is subject to Rule 16 of the AEU ACT Branch rules, that member's conduct will be managed according to the rules.

Where the conduct is in relation to a matter not covered by the rules, the appropriate consequences of action will be determined by AEU ACT Branch Executive.

The AEU ACT Branch may also be required to take action in compliance with relevant laws, including discrimination, harassment, workplace and work safety laws. This may include reporting the conduct to relevant authorities or regulatory bodies, limiting the participation of a member in AEU events or imposing such control measures as are necessary to protect member health and safety.

In the first instance, concerns are to be reported to:

- the chair of the meeting; or
- the AEU organiser attending the meeting

If unresolved, the AEU ACT Branch office should be contacted for support on (02) 6272 7900 or via aeuact@aeuact.org.au.

AEU ACT Branch Rules can be accessed at <https://www.fwc.gov.au/registered-organisations/find-registered-organisation/australian-education-union-aeu>



Definitions

The following definitions are not exhaustive and are given here for guidance.

Harassment

- Harassment is behaviour that upsets or troubles someone and/or causes them physical, mental or emotional suffering.
- This includes (but is not limited to): insults, threats, offensive language, touching or repeated unwanted contact which may be physical or made through some other means, such as email, social media platforms – commonly referred to as cyber-bullying – or telephones, among others.
- Harassment also includes harmful or offensive verbal or written comments related to race, ethnicity, religion, colour, sex, age, national origin, sexual orientation, gender identity or expression, clothing, ancestry or other forms of discriminatory expression.

Sexual harassment

- Sexual harassment refers to unwanted, unwelcome or unasked for behaviour of a sexual nature, which has the purpose or effect of intimidating, coercing, excluding or degrading another person.
- This includes (but is not limited to) sexual comments, gestures or jokes, taking or displaying sexually graphic photographs or other images – including posts of a sexual nature on social media – propositions and sexual advances, whether requesting or demanding.
- It also includes intrusive questions about a person's private or sex life, spreading rumours related to sex about a person, unwelcome touching, hugging, massaging or kissing, criminal behaviour, including sexual assault, stalking and indecent exposure.
- Sexual harassment may occur between persons of the same or different sex or gender; it may be witnessed by a third party or more than one person.
- Sexual harassment is gendered and is more often perpetrated by male-identifying people against those who identify as female. Research demonstrates that, relative to non-supervisors, female supervisors are more likely to report harassing behaviours and to define their experiences as sexual harassment.
- There is emerging evidence that transgender and other gender diverse people are more likely to be targets of sexual harassment.

Racism

- Racism occurs in many forms – it includes prejudice, discrimination or hatred directed at someone because of their colour, ethnicity or national origin.
- Racism does not need to involve violent or intimidating behaviour. It can include racial name-calling, jokes or exclusion from groups or activities because of where a person comes from.
- Not all racism is obvious but can be revealed through people's actions as well as their attitudes. Racism is more than just words, beliefs and actions.
- Racism includes all the barriers that prevent people from enjoying dignity and equality because of their race.



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