

FREE SPEECH ON CAMPUS AUDIT 2017

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Australian Catholic University

Policies

Bullying in the Working or Learning Environment Statement¹

- The following types of behaviour, where directed towards the individual and repeated or occurring as part of a pattern of behaviour, may amount to bullying:
 - abusive, offensive or demeaning language
 - displaying written or pictorial material which degrades or offends an individual
 - making phone calls or sending letters or emails that are abusive, threatening or offensive

- This list is not exhaustive. Other types of behaviour may also constitute bullying.

Rating: **Red**

Discrimination and Harassment²

- 6.3 Harassment can be a single incident, or repeated behaviour, and can occur even if the behaviour is not intended to offend. Silence does not mean that the behaviour is acceptable to the other person.

- 6.4 Examples of behaviours that may amount to harassment include:
 - Offensive communications including digital communications (Facebook, twitter, e-mails), written, images and telephone.

Rating: **Red**

Acceptable Use of IT Policy³

- Users may not encroach on others' use of the ACU IT Facilities, including computer resources by using them inappropriately. Such activities would include, but are not limited to:
 - knowingly accessing or sending sexually explicit, pornographic or otherwise offensive material;
 - offensive material

Rating: **Amber**

1 https://www.acu.edu.au/_data/assets/pdf_file/0013/22234/Bullying_in_the_Working_or_Learning_Environment_Statement_080414.pdf

2 https://www.acu.edu.au/policies/hr/equal_opportunity/discrimination_and_harassment

3 https://handbook.acu.edu.au/handbooks/handbook_2017/general_information/acceptable_use_of_it_policy

Student Conduct and Discipline Policy⁴

- All ACU students are expected to behave in a way that:
 - allows reasonable freedom to others to pursue their studies, research, duties, community engagement and other lawful University activities, and to participate in the life of the University;
- Misconduct includes, but is not limited to, conduct or behaviour by a student or of a group of persons which includes a student that:
 - impairs the reasonable freedom of others to pursue their studies, research, duties, community engagement and other University activities and to participate in the life of the University;

Rating: **Green**

Policy - Intellectual freedom

- *No policy on academic freedom and/or free speech.*

⁴ http://handbook.acu.edu.au/handbooks/handbook_2017/general_information/student_conduct_and_discipline/student_conduct_and_discipline_policy

Australian National University

Policies

Discipline Rule 2017⁵

- harassment includes behaviour, comments or images that are unwelcome, offensive, humiliating or intimidating to a person, and that, in the circumstances, a reasonable person should have expected would be offensive or intimidating, and also includes sexual harassment.

Rating: **Red**

Procedure: Prevention of discrimination, harassment and bullying⁶

- Bullying is repeated unreasonable and inappropriate behaviour in the workplace or education environment which comprises behaviour that intimidates, offends, degrades, insults or humiliates an employee or student and is a risk to health and safety. This can be physical or psychological behaviour. Legitimate comment, criticism and advice, including relevant negative comment or feedback provided in a reasonable manner from supervisors or academics on the work, study performance or behaviour of an individual or group, does not constitute bullying

Rating: **Amber**

Policy: Code of conduct

- The University recognises the concept and practice of academic freedom as central to the proper conduct of teaching, research and scholarship.
- Academic and professional staff are expected to use this freedom in a manner that is consistent with a responsible and honest search for knowledge and its dissemination.
- Academic freedom does not extend to behaviour that is harassing, disruptive and intimidating or that interferes with the academic or work performance or freedom of others.

Policy rating: **Green**

Policy - Intellectual freedom

- *No policy on academic freedom and/or free speech.*

5 <https://www.legislation.gov.au/Details/F2017L01196>

6 https://policies.anu.edu.au/ppl/document/ANUP_000623

Actions

Ideology ousts news editor at ANU paper⁷

- Student Nick Blood said he was an earlier victim of Woroni’s “institutionalised discrimination” when the editorial board called for opinion pieces to “break the echo chamber” following the election of US President Donald Trump. Five students sent in contributions for what was called the “Echo 360” project, which were in turn sent to each other for comments. But then the process stopped, Blood said, when “something strange happened”. The sub-editor in charge of the section said there was a concern about “a lack of diversity with the authors we had so far”. Blood questioned the sub-editor and established the perceived problem was “not about diversity of opinion” of the contributions, but the fact that they all came from white male students.

Rating: **Red**

⁷ <http://www.theaustralian.com.au/news/nation/ideology-ousts-news-editor-at-anu-paper/news-story/a4b66914ef30e963d5954c0cc415d609>

Bond University

Policies

Student Handbook: Part 3 - Bond University Discipline Regulations⁸

- Definitions: Bullying – Repeated inappropriate behaviour that is unsolicited, intimidating, unwelcome, uninvited and unreciprocated, which may cause distress to a person and/or create an intimidating, hostile or offensive environment.
- (2) Dealing with Others at the University or External to the University
 - Bullying, on the site or in the course of any University affiliated activity, that is offensive, intimidating, humiliating and/or threatening

Rating: **Red**

Social Media Policy (COR 4.03)⁹

- 2.1.6.1. Online, personal and business personas are likely to intersect. Bond University respects the free speech rights of all of its stakeholders, but staff and students must remember that the community, colleagues and supervisors may have access to the online content they post. Staff and students should keep this in mind when publishing information online as information originally intended just for friends and family can be forwarded on. Under no circumstances should offensive comments be made about Bond University colleagues or students on the internet. This may amount to cyber-bullying and could be deemed a disciplinary offence.
- 2.1.4.1. Staff and students should be polite and respectful of all individuals, cultures and communities when interacting online. In particular, be sensitive to cultural issues associated with Indigenous and religious groups such as customs related to deceased people. Debate is healthy, but always be sure to do so in a logical and calm manner. Exercise caution on sensitive topics that could cause offence.

Rating: **Amber**

Policies – Free speech, academic freedom

- No policy on academic freedom and/or free speech.

Note: Bond University's Academic Freedom Policy (COR 1.12) is not publically accessible.

8 <https://bond.edu.au/files/676/Student%20Handbook.%20Part%203%3A%20Discipline%20Regulations.pdf>

9 <https://bond.edu.au/files/927/COR403.pdf>

Carnegie Mellon University

Policies

Student Rights and Responsibilities¹⁰

- Students who engage in disruptive behaviour, criminal activities, ethnic intimidation, sexual harassment, moral turpitude, violations of School procedures, or violations of university regulations will be subject to disciplinary action, including possible expulsion.

Rating: **Amber**

Policy - Intellectual freedom

- *No policy on academic freedom and/or free speech.*

¹⁰ https://www.australia.cmu.edu/assets/docs/general/student_rights_and_responsibilities_cmua_march_2013.pdf

Central Queensland University

Policies

STUDENT BEHAVIOURAL MISCONDUCT¹¹

- 6.1 CQUniversity is committed to creating and maintaining a community in which students, staff, employers, and clients can work together in an environment that is free of violence, harassment, intimidation, and exploitation. Students have a responsibility to:
 - avoid behaviour that could offend, embarrass, intimidate, or threaten others

Rating: **Red**

USE OF INCLUSIVE LANGUAGE¹²

- Extended list of appropriate and inappropriate language (i.e. Never use the term 'victim' or 'sufferer'; Instead of Polio victim Use Person who had polio; Instead of Full-blood Aborigines, half-caste, part-Aboriginal Use Aborigine, Aboriginal and/or Torres Strait Islander people/person; Instead of The old Use Older people; Avoid 'Offensive' jokes)

Rating: **Amber**

Policy - Intellectual freedom

- *No policy on academic freedom and/or free speech.*

¹¹ <https://www.cqu.edu.au/policy?collection=policy&form=policy&query=STUDENT+BEHAVIOURAL+MISCONDUCT>

¹² <https://www.cqu.edu.au/policy?collection=policy&form=policy&query=USE+OF+INCLUSIVE+LANGUAGE&sort>

Charles Darwin University

Policies

Social Media Policy¹³

- This document governs the use of and access to social media for professional and personal purposes by members of the University community
- Offensive or objectionable material means any material which infringes socially accepted standards of good taste or good manners, such as insulting or aggressive language directed at another person or persons. This includes, but is not limited to, pornographic material, threats, racist remarks, and disturbing images;
 - Unacceptable use: Use profane or offensive language, content or objectionable material that:
 - Promotes, fosters, or perpetuates discrimination on the basis of race, creed, colour, age, religion, gender, marital status, status with regard to public assistance, national origin, physical or mental disability or sexual orientation;

Rating: **Red**

Students – Grievances with Staff or Other Students Procedures¹⁴

- Bullying has the meaning ascribed to it by the CDU and Union Enterprise Agreement. For better understanding, bullying refers to persistent or ongoing behaviours directed towards an individual or group that a reasonable person, having regard to the circumstances, would find offensive, intimidating, humiliating or threatening and that potentially or actually affects health and wellbeing;

Rating: **Amber**

Email Acceptable Use Policy / Email General Use Procedures¹⁵

- Users of University email services are expected to respect the standards of courtesy and professionalism that apply to all University communications and to avoid aggressive or abusive messages, messages that could reasonably be viewed by others as offensive or objectionable, or messages containing content that is obscene.

Rating: **Amber**

13 <http://www.cdu.edu.au/governance/doclibrary/pol-059.pdf>

14 <https://www.cdu.edu.au/governance/doclibrary/pro-095.pdf>

15 <http://www.cdu.edu.au/governance/doclibrary/pol-010.pdf> <http://www.cdu.edu.au/governance/doclibrary/pro-015.pdf>

Identifying Unacceptable Use of Information and Communication Technologies Procedures¹⁶

- Creation, solicitation, acquisition, transmission or public display of material, which is, or could reasonably be perceived as being, obscene, defamatory, discriminatory, offensive, objectionable in nature, or likely to cause distress to some individuals. If the material is a legitimate part of education and/or research, appropriate warning should be given if displayed or transmitted;

Rating: **Amber**

Guidelines for Staff Handling Discrimination and Harassment Grievances¹⁷

- Harassment is behaviour that: offends, humiliates or intimidates them and that, in the circumstances, a reasonable person should have expected would offend, humiliate or intimidate them, and
- It is, however, important to remember, that none of the above apply to reciprocal behaviour, or banter of a private nature that is not considered offensive by the parties involved.

Policy rating: **Amber**

Code of Conduct¹⁸

- Intellectual freedom (as defined by Article 19 of the Universal Declaration of Human Rights) means everyone has the right to freedom of opinion and expression; this right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media and regardless of frontiers;
 - We will ensure that accountability is practised by: Ensuring that intellectual freedom is exercised through the responsible and honest search for knowledge and its dissemination

Rating: **Green**

Policy - Intellectual freedom

- *No policy on academic freedom and/or free speech.*

16 <http://www.cdu.edu.au/governance/doclibrary/pro-043.pdf>

17 <http://www.cdu.edu.au/complaints/documents/GuidelinesforStaffHandlingDiscrimination.pdf>

18 <http://www.cdu.edu.au/governance/doclibrary/cod-001.pdf>

Charles Sturt University

Policies

ANTI-RACISM POLICY¹⁹

- (1) The purpose of this Policy is to raise awareness of and compliance with Charles Sturt University's commitment to providing a work and study environment that is culturally inclusive and free from racial discrimination and harassment. Racism is best understood when acknowledging the context of power, oppression and privilege.
- (7) The University will ensure that course design, curriculum content, teaching methodologies and student experience are racially sensitive and culturally inclusive.
- (8) The University will encourage research and community service activities that raise awareness of and promote cultural diversity and inclusiveness.

Rating: **Red**

HARASSMENT AND BULLYING PREVENTION GUIDELINES²⁰

- (30) Bullying behaviours may include but are not limited to:
 - abusive or offensive language, insults, ridicule, sarcasm or intimidating remarks;

Rating: **Red**

STUDENT CHARTER²¹

- (2) All members of the University community are expected to value:
 - d. social justice including ethical practice and global citizenship;
 - e. economic, social and environmental sustainability, including the responsible stewardship of resources

Rating: **Red**

INDIGENOUS AUSTRALIAN CONTENT IN COURSES POLICY²²

- (3) This document sets out the Policy on the University's requirements for, and expectations of, the incorporation of Indigenous Australian content in all undergraduate and professional entry courses within Charles Sturt University.
- (12) b. The School of Indigenous Australian Studies will teach all subjects/modules of Indigenous Australian Studies in all courses at the University.

19 <https://policy.csu.edu.au/document/view-current.php?id=403>

20 <https://policy.csu.edu.au/document/view-current.php?id=225>

21 <https://policy.csu.edu.au/document/view-current.php?id=268>

22 <https://policy.csu.edu.au/document/view-current.php?id=385>

- (12) c. The School of Indigenous Australian Studies will teach all subjects/modules of Indigenous Australian Studies in all courses at the University (as defined in clause 7).

Rating: **Red**

Harassment and Bullying Prevention Policy²³

- (4) a. Harassment - refers to unwelcome behaviour that:
 - i. makes a person feel offended, belittled, intimidated or apprehensive; and that
 - ii. a reasonable person, taking into account all the circumstances, would expect to cause offence, intimidation or apprehension.

Rating: **Amber**

Equal Opportunity Policy²⁴

- (8) Harassment refers to unwelcome behaviour that makes a person feel belittled, intimidated, offended or apprehensive and that, taking into account all the circumstances, could reasonably have been anticipated to have this effect.

Rating: **Amber**

RESPONSIBLE INVESTMENT GUIDELINES

- In regards to industries, the following will be considered as areas that the University would see as being in conflict with its values; manufacture of tobacco; gambling; pornography and prostitution; manufacture and distribution of armaments; and coal seam gas.

Rating: **Amber**

Policy - Intellectual freedom

- *No policy on academic freedom and/or free speech.*

23 <https://policy.csu.edu.au/view.current.php?id=00224>

24 <https://policy.csu.edu.au/view.current.php?id=00223>

Policies

Student Conduct²⁵

- What is harassment?
 - Harassment is any form of unwanted or unwelcome behaviour that is offensive to you. It may range from mildly unpleasant remarks to physical violence. It can include repeated unwelcome advances, requests, or comments that cause you worry or anxiety.
- How do I know if my behaviour is causing offence?
 - check your behaviour and language by asking if it's offensive to anyone
- Bullying or cyber bullying
 - You are feeling intimidated or offended by the repeated behaviour of another person or group of people towards you—either in person or by email, phone, chat rooms or social networking sites such as Facebook and MySpace

Rating: **Red**

Bullying – Guidance for the Person Accused²⁶

- If another person were to witness the behaviour, would they consider it to be offensive, humiliating, intimidating or threatening?

Rating: **Red**

The Residence Handbook 2017²⁷

- OFFENSIVE MATERIAL: Displaying or distributing printed, electronic or audiovisual material considered to be offensive by Management will result in the offending material being removed and further action taken depending on the type, nature and severity of the offence.

Rating: **Red**

Curtin IT Services: ICT POLICY MANUAL²⁸

- What not to do... (o) You shall not use the University's ICT facilities and services to send obscene, offensive, bogus, harassing or illegal messages.

Rating: **Amber**

25 <https://complaints.curtin.edu.au/local/docs/StudentConduct.pdf>

26 https://hr.curtin.edu.au/local/docs/Bullying__Guidance_for_the_Person_Accused_v5.pdf

27 https://life.curtin.edu.au/local/docs/The_Residence_Handbook_2017_WEB.pdf

28 [https://policies.curtin.edu.au/local/docs/policy/Information_and_Communication_Technology_\(ICT\)_Policy_Manual.pdf](https://policies.curtin.edu.au/local/docs/policy/Information_and_Communication_Technology_(ICT)_Policy_Manual.pdf)

Policy - Intellectual freedom

Intellectual Freedom Policy²⁹

- 2.1. The University will recognise and protect the right of all staff and students at the University to freely and honestly engage in critical enquiry, scholarly endeavour and public discourse, and to participate in public debate without censorship or fear of professional disadvantage or penalty

Rating: **Green**

²⁹ https://policies.curtin.edu.au/local/docs/policy/Intellectual_Freedom_Policy.pdf

Deakin University

Policies

Student Bullying³⁰

- You have the responsibility to:
 - avoid any behaviour that may offend, humiliate, intimidate, exclude or cause injury to others.

- Bullying is repeated, unreasonable behaviour directed towards a person or group, that creates a risk to health and safety.
 - Unreasonable behaviour means behaviour that a reasonable person, having regard to all the circumstances, would see as unreasonable, including behaviour that is victimising, humiliating, intimidating or threatening.
 - Repeated behaviour means an established pattern of behaviour and not a single incident.
 - Risk to health and safety includes risk to the mental or physical health of the person.

- You have the responsibility to:
 - avoid any behaviour that may offend, humiliate, intimidate, exclude or cause injury to others.

- Examples of bullying
 - Repeated behaviours that constitute bullying include:
 - verbal or written abuse in emails or other forms of electronic communication, including abusive, insulting, belittling, intimidating or offensive language; spreading rumours; teasing; displaying offensive posters or graffiti

- Cyber-bullying can take many forms including:
 - abusive or offensive messages or images on mobile phones, social media or online discussion boards

Rating: **Amber**

Bullying and cyber bullying

- You have the responsibility to: avoid any behaviour that may offend, humiliate, intimidate, exclude or cause injury to others.

³⁰ http://www.deakin.edu.au/__data/assets/pdf_file/0011/190766/Student-Bullying-fact-sheet.pdf

- Bullying is repeated, unreasonable behaviour directed towards a person or group, that creates a risk to health and safety.

Rating: **Amber**

CONDITIONS OF INFORMATION TECHNOLOGY USE³¹

- 2. ICT Users may not:
 - knowingly display or store electronic material that is offensive, sexually explicit, or racially, religiously or sexually intolerant unless prior approval has been granted for the purpose of research or study

Rating: **Amber**

Policy - Intellectual freedom

ACADEMIC FREEDOM POLICY³²

- (4) The University recognises and values the right to academic freedom as central to its endeavours in scholarship, teaching and research and is committed to its promotion and protection within the University. It supports the right of its scholars to engage in critical inquiry and robust and unfettered critical debate. It recognises and promotes a diversity of opinion and the right to express that opinion freely.

Rating: **Green**

Actions

Deakin student union clashes with club over anti-Abbott T-shirts³³

- Deakin Young Socialist Alliance members have accused the Deakin University Student Association of double standards and censoring their political views after being asked to remove T-shirts critical of Prime Minister Tony Abbott last Tuesday. The shirts were emblazoned with the Rosie the Riveter feminist image with the text "Up Yours Abbott".

Rating: **Red**

Tony Abbott cancels visit to university to avoid protesters³⁴

- Prime Minister Tony Abbott has cancelled a visit to a Victorian university, an event expected to be targeted by protesters in the wake of the federal budget.

Rating: **Red**

31 <https://policy.deakin.edu.au/download.php?id=92&version=2&associated>

32 <https://policy.deakin.edu.au/document/view-current.php?id=27>

33 <http://www.geelongadvertiser.com.au/news/deakin-student-union-clashes-with-club-over-antiabbott-tshirts/news-story/3267410fc336d8df428d7f8789ccfa62>

34 <http://www.smh.com.au/federal-politics/political-news/tony-abbott-cancels-visit-to-university-to-avoid-protesters-20140520-38mly.html>

Edith Cowan University

Policies

Prevention of Harassment, Bullying and Discrimination³⁵

- 3. Definitions:
 - Bullying: Unwelcome and offensive behaviour that intimidates, humiliates and/or undermines a person or group.
 - Harassment: Unacceptable conduct that consists of unwelcome and uninvited comments or actions that intimidate, offend, humiliate or embarrasses a person or a group of persons. Equal opportunity laws prohibit harassment on the grounds of sex, race and/or disability.

Rating: **Red**

Policy - Intellectual freedom

- No policy on academic freedom and/or free speech.

Action

Students protesting against ban ordered out³⁶

- STUDENTS protesting against a policy prohibiting political groups were asked to leave the ECU Joondalup campus last month.

Rating: **Red**

Backlash over Murdoch Uni's decision to host 'dangerous nutrition expert'³⁷

- But a petition calling to ban her from speaking at the university soon gathered more than 200 signatures, and ECU officials then called off the event.

Rating: **Red**

35 http://www.ecu.edu.au/GPPS/policies_db/tmp/hr013.pdf

36 <https://www.communitynews.com.au/joondalup-times/news/students-protesting-against-ban-ordered-out/>

37 <http://www.watoday.com.au/wa-news/backlash-over-murdoch-unis-decision-to-host-dangerous-nutrition-expert-20170608-gwn8ji.html>

Federation University

Policies

Bullying prevention³⁸

- Bullying
 - Unreasonable behaviour which causes harm to another person's body, feelings, property or reputation
- Some examples of bullying behaviour
 - Calling someone insulting names or using an offensive or disliked nickname
 - Sending offensive text messages, faxes or emails or leaving offensive messages on answering machines

Rating: **Red**

Student Grievance Policy³⁹

- Bullying: Means repeated, unreasonable behaviours directed towards a student or a group of students that creates a risk to health and safety, including but not limited to:
 - Abusive, insulting or offensive language;
 - Behaviour or language that frightens, humiliates, belittles or degrades;
 -
- Intimidating, harassing, threatening, offensive or vexatious behaviour will not be tolerated.

Rating: **Red**

Social Media Guidelines⁴⁰

- It is not appropriate and may even be illegal to post comments or respond to comments about the University or individuals which could be considered offensive, defamatory, harassing, threatening, discriminatory, intimidating or otherwise inappropriate.

Rating: **Red**

Use of Computing and Communication Facilities Policy⁴¹

- It is prohibited to use Electronic Communication Services to libel, to send or subscribe

38 <http://federation.edu.au/staff/governance/legal/legal-compliance/bullying-prevention>

39 http://policy.federation.edu.au/information_management_and_infrastructure/web_services/it/ch01.php

40 http://policy.federation.edu.au/community_engagement_and_development/media/socialmedia/ch02.php

41 http://policy.federation.edu.au/information_management_and_infrastructure/web_services/it/ch01.php

to pornographic material, to harass, threaten other individuals, unlawfully vilify or to transmit offensive language or images;

- Inappropriate use includes, but is not limited to: Staff or Students may not intentionally create, transmit, distribute, or store any offensive information, data or material that violates Australian or State regulations or laws. The University reserves the right to audit and remove any illegal material from its computer resources without notice.
- Social Media: Inappropriate use of social media that results in negative perception of the University, it's staff or students, or not in line with the Social Media Guidelines may be subject to disciplinary action in accordance with this policy.

Rating: **Red**

Equal Opportunity and Valuing Diversity⁴²

- Is a form of discrimination and refers to a wide range of deliberate and unintentional behaviours, based on an attribute as listed above, which are unwelcome and uninvited and which are reasonably likely, in all the circumstances, to humiliate, intimidate or offend. It includes behaviour which may be written, printed, verbal, non-verbal or physical (including transmission or display of inappropriate electronic communications, use of social media).

Rating: **Amber**

Policy - Intellectual freedom

- *No policy on academic freedom and/or free speech.*

⁴² http://policy.federation.edu.au/corporate_governance/equity/equal_opportunity/ch01.php

Flinders University

Policies

IT Acceptable Use Policy⁴³

- E-mails containing sexist, racist, offensive or abusive material are not acceptable under any circumstances;
- Create or transmit any material that could reasonably be deemed offensive, obscene or indecent, intimidating or distressing (other than for approved teaching, research or incident investigation purposes);
- Acceptable use of IT permits the personal use of University IT Resources provided it does not: Damage the reputation or operations of the University; and

Rating: **Amber**

No Bullying at Flinders⁴⁴

- Definition
 - Bullying defines persistent or ongoing behaviours directed towards an individual or group that a reasonable person, having regard to the circumstances, would find offensive, intimidating, humiliating or threatening and that potentially or actually affects health and wellbeing.

Rating: **Amber**

Equal Opportunity Policy⁴⁵

- Unlawful harassment means any form of behaviour that takes place in circumstances in which a reasonable person, having regard to all circumstances, should have anticipated that the person, or group of people, who is (are) subject to the harassment would be offended, humiliated or intimidated. The behaviour in question must be perceived to relate to one or more of the grounds of discrimination as listed in Appendix A.
- Appendix A:
 - sex or gender
 - sexuality or gender identity
 - pregnancy
 - breastfeeding
 - marital or domestic partnership status

43 <http://www.flinders.edu.au/ppmanual/computing/ict.cfm>

44 <http://www.flinders.edu.au/ppmanual/equal-opportunity/no-bullying.cfm>

45 <http://www.flinders.edu.au/ppmanual/equal-opportunity/equal-opportunity.cfm>

- caring responsibilities
- identity of spouse or domestic partner
- disability
- race, colour, descent, national or ethnic origin
- age
- political opinion
- religious conviction or religious dress
- personal association with a person who is identified by any of the listed attributes
- social origin
- medical record
- criminal record
- trade union activity
- on any other ground which the Council shall after due consideration determine to be a basis of discriminatory practice
- any combination of the above

Rating: **Amber**

Cultural Diversity and Inclusive Practice Toolkit⁴⁶

- Discussion of appropriate / inappropriate language

Rating: **Amber**

Policy - Intellectual freedom

- No policy on academic freedom and/or free speech.*

Actions

Bjørn Lomborg's \$4m centre rejected by Flinders University academics⁴⁷

- Academics at Flinders University have delivered a withering rejection of the university's plan to host a Bjørn Lomborg-run research centre with \$4m of federal government money, labelling the Dane "infamous" for his views on climate change.

Rating: **Red**

⁴⁶ <http://www.flinders.edu.au/cdip/toolkit/>

⁴⁷ <http://www.theguardian.com/world/2015/jul/28/bjrn-lomborgs-4m-centre-rejected-by-flinders-university-academics>

Griffith University

Policies

Harassment, Bullying and Discrimination Policy⁴⁸

- Harassment is defined as behaviour that is directed at an individual or group of students or staff and which is:
 - Offensive, belittling, humiliating, intimidating or threatening; and
 - Unwelcome and unsolicited; and
 - Of the type that
 - Is usually unreciprocated;
 - Can usually be expected to be repeated;
 - Makes the work or study environment unpleasant, humiliating or intimidating for the individual or group;
 - Can make it difficult for effective work or study to be done.
- and this occurs in circumstances where a reasonable person would have expected that the behaviour was going to be offensive, humiliating or intimidating.
- All forms of harassment, bullying and discrimination are of concern as the behaviour may:
 - create an intimidating hostile, offensive or distressing work or study environment;

Rating: **Amber**

Policy - Intellectual freedom

- No policy on academic freedom and/or free speech.

⁴⁸ <https://app.secure.griffith.edu.au/global-ementoring/content/resources/Harassment,%20Bullying%20and%20Discrimination%20Policy.pdf>

James Cook University

Policies

Discrimination, Bullying and Harassment Policy⁴⁹

- Harassment occurs when a person, or a group of people, is intimidated, insulted or humiliated because of one or more characteristics, or from working in a hostile or intimidating environment that makes a person feel offended, humiliated or intimidated, and where that reaction is reasonable in the circumstances. Harassment can arise as the result of a single incident as well as repeated incidents (e.g. hazing).

Rating: **Red**

Information Communication Technology Acceptable Use Policy⁵⁰

- 1.5 University ICT Services must not be used in any manner, which the University considers to be inappropriate, this may include, but is not limited to:
 - iii. knowingly downloading, storing, distributing or viewing of offensive, obscene, indecent, or menacing material. This could include, but is not limited to, defamatory material, material that could constitute racial or religious vilification, discriminatory material, material that incorporates gratuitous violence or frequent and highlighted bad language;

Rating: **Amber**

Workplace Bullying and Intimidation Procedure⁵¹

- Definitions:
 - Workplace bullying - *repeated and unreasonable behaviour* directed towards a worker or a group of workers that *creates a risk to health and safety*.
 - Repeated behaviour - the persistent nature of the behaviour and can involve a range of behaviours over time contributing to bullying and intimidating behavior.
 - Unreasonable behaviour - behaviour that a reasonable person having considered the circumstances, would see as unreasonable, including behaviour that is victimising, humiliating, intimidating or threatening.
- 1.1 Bullying behaviour ranges from physical and verbal assault, including electronic and online (such as text messages, email or social media), and abuse through to the very subtle such as continually undermining another person. Examples of behaviour, whether intentional or unintentional, that may be considered to be workplace bullying if they are

49 <https://www.jcu.edu.au/policy/corporate-governance/discrimination-and-harassment-policy-and-procedure>

50 <https://www.jcu.edu.au/policy/information-and-communications-technology/information-communication-technology-acceptable-use-policy>

51 <https://www.jcu.edu.au/policy/procedures/procedurespdfs/procedures/workplace-bullying-and-intimidation-procedure>

repeated, unreasonable and create a risk to health and safety include but are not limited to:

- Physical or verbal assault;
- Belittling opinions or constant criticism;
- Yelling or screaming or offensive language;
- Derogatory, demeaning or inappropriate comments or jokes about a person's appearance, lifestyle and background;
- Insults;

Rating: **Amber**

Policy - Intellectual freedom

- *No policy on academic freedom and/or free speech.*

Actions

James Cook University students expelled from St Mark's Residential College over music competition skit⁵²

- TWO James Cook University students have been expelled from their residential college after poking fun at the college's religious values in a music competition.

Rating: **Red**

'Trigger warnings' of the authoritarian Left⁵³

- ousting of climate sceptic scientist Bob Carter from his adjunct professorship at Queensland's James Cook University

Rating: **Red**

Fears uni may sack marine scientist over comments on reef health⁵⁴

- Outspoken marine scientist Peter Ridd has landed in hot water with James Cook University following a high-profile book tour in which he questioned the quality of Great Barrier Reef science.

Rating: **Red**

52 <http://www.townsvillebulletin.com.au/news/james-cook-university-students-expelled-from-st-marks-residential-college-over-music-competition-skit/story-fnjfzs4b-1226739912683>

53 <http://www.dailytelegraph.com.au/news/opinion/trigger-warnings-of-the-authoritarian-left/news-story/1d50b6582b3ab9965aa7d9691be34c7f>

54 <http://www.theaustralian.com.au/higher-education/fears-uni-may-sack-marine-scientist-over-comments-on-reef-health/news-story/5d70061c8df6015abfcb07552de461df>

La Trobe University

Policies

ANTI-BULLYING AND HARASSMENT (STUDENTS) PROCEDURE⁵⁵

- (20) Bullying is the repeated, unreasonable and less favourable treatment of a person. It includes behaviour that intimidates, offends, degrades or humiliates a person and may create a risk to their health and safety.
- (22) Bullying can:
 - c. be intentional, where someone's actions are intended to humiliate, offend, intimidate or distress, whether or not the behaviour resulted in that effect
 - d. be unintentional through engaging in behaviour that results in humiliation, offence, intimidation, distress and could reasonably have been expected to cause that effect.

Rating: **Red**

STUDENT BEHAVIOURS POLICY⁵⁶

- (9) At La Trobe University, students must:
 - Not engage in unacceptable behaviour such as violence, discrimination, harassment, bullying, violence, vilification and victimisation. This includes any behaviour which may be perceived as:
 - verbally abusing a person or using offensive language

Rating: **Red**

CHARTER OF STUDENT RIGHTS AND RESPONSIBILITIES⁵⁷

- (6) c. Engaging in positive behaviours and using language which does not cause offence, physical/ emotional injury or intimidation to another person;

Rating: **Red**

Policy - Intellectual freedom

- *No policy on academic freedom and/or free speech.*

55 <https://policies.latrobe.edu.au/document/view.php?id=62>

56 <https://policies.latrobe.edu.au/document/view.php?id=60>

57 <https://policies.latrobe.edu.au/document/view.php?id=225>

Macquarie University

Policies

DISCRIMINATION, BULLYING AND HARASSMENT PREVENTION POLICY⁵⁸

- 4 Definitions:
 - Harassment: any type of behaviour, explicit or implicit, verbal or non-verbal that is unwelcome, offensive, abusive, belittling or threatening.
 - Offensive: any conduct or language which a reasonable person would regard as insulting or humiliating in the circumstances.

Rating: **Red**

Student Code of Conduct⁵⁹

- Freedom of expression
 - Every member of the University community and associate of the University has a right to freedom of expression. It is not misconduct under this code of conduct for a person to exercise that right. This code of conduct must be interpreted in a manner which is consistent with that right.
- Misconduct
 - (g) do anything which may endanger the physical or mental health, safety or well being of any person (including the student);
 - (k) conduct himself or herself in an offensive manner or use offensive language, on or near, or within view or hearing from University premises or whilst engaged in University activities, without a reasonable excuse;

Rating: **Amber**

Policy - Intellectual freedom

- *No policy on academic freedom and/or free speech.*

⁵⁸ http://www.mq.edu.au/policy/docs/discrimination_harassment/policy.html

⁵⁹ <https://staff.mq.edu.au/work/strategy-planning-and-governance/university-policies-and-procedures/policies/student-code-of-conduct>

Monash University

Policies

Social Media: Student Use Procedures⁶⁰

- When using social media in the context of education or research training, and when making identifiable personal use of social media, students must not:
 - make any comment or post material that is, or might be construed to be, racial or sexual harassment, offensive, obscene (including pornography), defamatory, discriminatory towards any person, or inciting hate;
 - make any comment or post material that might otherwise cause damage to the University's reputation or bring it into disrepute;

Rating: **Red**

Civil Disturbance Policy⁶¹

- The university strives to maintain an environment that is safe for all and conducive to learning. It recognises and encourages freedom of expression and the right to peaceful protest; however, these activities are acknowledged as quite distinct from unlawful acts of civil disturbance which may threaten the safety and/or security of any person or property within the precincts of the university.
- Definitions:
 - Breach of the Peace: Includes conduct which, if committed, may amount to an unlawful act or acts including, but not limited to assault, threatening or offensive behaviour, riot or obstruction

Rating: **Red**

Information Technology Acceptable Use Procedure⁶²

- 4.2. Appropriate standards of civility should be used when using e-mail and other messaging services to communicate with other staff members, students or any other message recipients. When using the email or messaging system users must not send:
 - Offensive, Intimidating or Humiliating Emails: University IT Resources must not be used to humiliate, intimidate or offend another person/s based on their race, gender, or any other attribute prescribed under anti-discrimination legislation.

Rating: **Amber**

60 https://www.monash.edu/__data/assets/pdf_file/0008/787373/Social-Media_Student-Use-Procedures.pdf

61 https://www.monash.edu/__data/assets/pdf_file/0003/783525/Civil-Disturbance-Policy.pdf

62 https://www.monash.edu/__data/assets/pdf_file/0008/1092779/Information-Technology-acceptable-Use-Procedure.pdf

Conduct and Compliance Procedure - Resolution of Unacceptable Behaviour⁶³

- unwelcome conduct that might reasonably cause a person to be offended, humiliated or intimidated

Rating: **Amber**

Equal Opportunity Policy⁶⁴

- Harassment: is unwelcome conduct that might reasonably cause a person to be offended, humiliated or intimidated because they have a protected attribute.
- Protected attribute:
 - physical or mental disability, disease, impairment or injury, including work-related injury;
 - race, colour, descent, national identity, national origin, or ethnic or ethno-religious background;

Rating: **Amber**

Policy - Intellectual freedom

- No policy on academic freedom and/or free speech.

Actions

Monash University suspends lecturer over quiz question⁶⁵

- Melbourne's Monash University is set to become Australia's first university to introduce anti-intellectual trigger warnings, an investigation by Generation Liberty has revealed.

Rating: **Red**

Monash Uni to introduce 'trigger warnings,' Australian first⁶⁶

- Melbourne's Monash University is set to become Australia's first university to introduce anti-intellectual trigger warnings, an investigation by Generation Liberty has revealed.

Rating: **Amber**

63 https://www.monash.edu/__data/assets/pdf_file/0003/797430/Conduct-and-Compliance-Resolution-of-Unacceptable-Behaviour.pdf

64 https://www.monash.edu/__data/assets/pdf_file/0011/783722/Equal-Opportunity-Policy.pdf

65 <http://www.theaustralian.com.au/higher-education/monash-university-suspends-lecturer-over-quiz-question/news-story/2bc64598623c5a0718c8fc808ef2ef14/>

66 <http://generationliberty.ipa.org.au/breaking-monash-uni-introduce-trigger-warnings-australian-first/>

Murdoch University

Policies

Murdoch University By-Laws⁶⁷

- 7. Assault and Abuse
 - (1) Any person who:
 - (b) uses abusive or insulting language or engages in any offensive, indecent or improper act, conduct or behaviour; or
- Every person offending against this By-law shall be liable for every such offence to a penalty of \$50.

Rating: **Red**

Email and Electronic Messaging Policy⁶⁸

- 1. Email and Electronic Messaging Systems Use:
 - 1.5. Emails and other electronic messages should not contain content which may be considered offensive, harassing, obscene or threatening.

Rating: **Red**

Electronic Collaboration and Social Media Policy⁶⁹

- No individual may post, share or distribute any content on any University electronic collaboration or social media system that:
 - a. is illegal, objectionable, defamatory, offensive or threatening;

Rating: **Red**

Policy - Intellectual freedom

- *No policy on academic freedom and/or free speech.*

67 <https://policy.murdoch.edu.au/dotNet/documents/?docid=1551&mode=view>

68 <https://policy.murdoch.edu.au/dotNet/documents/?docid=1994>

69 <https://policy.murdoch.edu.au/dotNet/documents/?docid=244&mode=view>

Actions

Backlash over Murdoch Uni's decision to host 'dangerous nutrition expert'⁷⁰

- Backlash over Murdoch Uni's decision to host 'dangerous nutrition expert'.
- "Murdoch University, as an institution of learning, works to promote critical thinking and learning through discussion, debate and exposure to alternatives points of view. One way to achieve this is to welcome other voices on campus in the form of guest speakers or visiting lecturers," he said.

Rating: **Green**

⁷⁰ <http://www.watoday.com.au/wa-news/backlash-over-murdoch-unis-decision-to-host-dangerous-nutrition-expert-20170608-gwn8ji.html>

Queensland University of Technology

Policies

A/8.5 Grievance resolution procedures for discrimination related grievances⁷¹

- Harassment
 - (a) “ Harassment “ is a form of discrimination. It refers to offensive behaviour and it may be based on one of the grounds referred to above, or may be motivated by other factors. Harassment can take many forms and can range from the subtle to the obvious. It often occurs in, but is not restricted to, situations where there is a relationship of power and/or authority of one person over another. It may occur on one occasion or be a part of a pattern.

Rating: **Red**

Policy - Intellectual freedom

- No policy on academic freedom and/or free speech.

Action

Racial stoush erupts over QUT computer lab⁷²

- A woman employed in a top Queensland university’s indigenous unit is seeking almost \$250,000 in damages from jobless students, academics and others in a new legal challenge relying on Australia’s racial discrimination laws.

Rating: **Red**

71 http://www.mopp.qut.edu.au/A/A_08_05.jsp

72 <http://www.theaustralian.com.au/higher-education/racial-stoush-erupts-over-qut-computer-lab/news-story/b80de339339f2d5588839ac06f3c8909>

RMIT University

Policies

Student Conduct Regulations⁷³

- 2.1. A student commits general misconduct if the student:
 - 2.1.6. behaves in a manner that is indecent or offensive to the extent that it is likely to make any others feel unsafe in the RMIT learning and working environment;

Rating: **Red**

Student Conduct Regulations⁷⁴

- 2. You must not create, access, transmit or otherwise deal with content which is illegal or which may reasonably be regarded as objectionable, defamatory or offensive and which may expose the University to legal liability.

Rating: **Amber**

Policy - Intellectual freedom

- No policy on academic freedom and/or free speech.

⁷³ <http://www1.rmit.edu.au/browse/Staff%2FWorkplace%20essentials%2FPolicies%20and%20procedures%2FGovernance%2FLegislative%20provisions%2FStudent%20Conduct%20Regulations/>

⁷⁴ <http://www1.rmit.edu.au/browse;ID=n7pij8ia7xqcz>

Southern Cross University

Policies

HARASSMENT, BULLYING AND DISCRIMINATION POLICY⁷⁵

- (6) Harassment is unwelcome behaviour that intimidates, offends or humiliates an individual, or group of people, on the basis of race, colour, sex, age, sexual orientation, disability or other attribute protected by any state of federal anti-discrimination legislation.
- (8) Harassment may be repeated or a one-off incident.
- (9) Harassment includes but is not limited to:
 - d. offensive communications including digital communications such as Facebook, Twitter and e-mails; and
- (15) Bullying is defined as repeated and unreasonable behaviour directed towards a person or a group of persons that creates a risk to health and safety.
- (16) Unreasonable behaviour includes behaviour that is victimising, humiliating, intimidating or threatening. Whether a behaviour is unreasonable can depend on whether a reasonable person might see the behaviour as unreasonable in the circumstances.
- (16) Unreasonable behaviour includes behaviour that is victimising, humiliating, intimidating or threatening. Whether a behaviour is unreasonable can depend on whether a reasonable person might see the behaviour as unreasonable in the circumstances.
 - b. yelling, screaming or offensive language;

Rating: **Red**

Student Rights and Responsibilities Charter⁷⁶

- Responsibilities Every student has the responsibility...
 - (1.6) to observe community standards of behaviour with respect and civility to respect academic freedom and alternative points of view when participating in debate.

Rating: **Green**

Policy - Intellectual freedom

- No policy on academic freedom and/or free speech.*

⁷⁵ <https://policies.scu.edu.au/view.current.php?id=00039>

⁷⁶ <https://policies.scu.edu.au/view.current.php?id=00101>

Swinburne University of Technology

Policies

People, Culture and Integrity > 5. Unacceptable behaviour⁷⁷

- Bullying behaviour is that which a reasonable person in the circumstances would expect to victimise, humiliate, undermine, threaten, degrade, offend or intimidate a person.
- 5.5. Harassment and vilification
 - Harassment is any form of behaviour that is not wanted, is not asked for and that a reasonable person would consider likely to create a hostile or uncomfortable workplace by humiliating, intimidating or offending another person because of an attribute protected by the law

Rating: **Red**

Student General Misconduct Regulations 2012⁷⁸

- 4. General misconduct
 - It is general misconduct if a student—
 - while on University premises, using University facilities or services or engaging in University activities engages in improper behaviour, including—
 - use of abusive or offensive language;
 - access, display, download, upload or broadcast of offensive material;

Rating: **Red**

IT acceptable use guidelines⁷⁹

- Users must not use the systems to engage in offensive, unlawful or illegal behaviour.

Rating: **Amber**

Policy - Intellectual freedom

- No policy on academic freedom and/or free speech.

⁷⁷ <http://www.swinburne.edu.au/policies-regulations/policies/people-culture-integrity/unacceptable-behaviour/>

⁷⁸ <http://www.swinburne.edu.au/policies-regulations/statutes-regulations/student-general-misconduct/>

⁷⁹ <http://www.swinburne.edu.au/about/leadership-governance/policies-regulations/procedures-guidelines/acceptable-use-guidelines/>

Torrens University Australia

Policies

Fair Treatment Policy⁸⁰

- 2. Definitions
 - Harassment: is repeated, unwelcome and unsolicited behaviour or comments aimed at a person or group that makes that person or group feel offended, humiliated or threatened.

Rating: **Red**

Student Conduct Policy⁸¹

- Harassment: is repeated, unwelcome and unsolicited behaviour or comments aimed at a person or group that makes that person or group feel offended, humiliated or threatened.

Rating: **Red**

Student Misconduct Policy⁸²

- 5.2 Non-Academic misconduct
 - Non-academic misconduct occurs when students breach other provisions of the Student Code of Conduct and the Fair Treatment Policy. Examples include, but are not limited to:
 - engaging in disorderly conduct including interrupting academic activities of the University, assaulting, intimidating or threatening any other person, or acting in an indecent and offensive manner;

Rating: **Red**

Student Charter⁸³

- B2. Courtesy and respect
 - Students are expected to:
 - not to engage in behaviour that could reasonably be considered to be offensive to others.

Rating: **Amber**

80 http://www.torrens.edu.au/wp-content/uploads/sites/12/2016/07/H30_Fair-Treatment-Policy.pdf

81 https://laureate-au.blackboard.com/bbcswebdav/institution/Groupwide/Policy%20and%20Procedures/TUA%20Policies%20and%20Procedures/TUA%20PL_AC_014%20Student%20Conduct%20Policy.pdf

82 http://www.torrens.edu.au/wp-content/uploads/sites/12/2016/08/a60_student-misconduct-policy.pdf

83 http://www.torrens.edu.au/wp-content/uploads/sites/12/2016/06/a50_student-charter.pdf

Information Technology Acceptable Use Policy⁸⁴

- The University's IT systems must not be used by members of the University community:
 - for the purposes of creating, accessing or transmitting or otherwise dealing with content which may reasonably be regarded as objectionable or offensive (bearing in mind the cultural diversity of the environment in which the University operates), or content which is illegal;

Rating: **Amber**

Policy - Intellectual freedom

- *No policy on academic freedom and/or free speech.*

⁸⁴ http://www.torrens.edu.au/wp-content/uploads/sites/12/2016/08/it10_information-technology-acceptable-use-policy.pdf

University of Adelaide

Policies

Student Misconduct Rules⁸⁵

- Examples of misconduct include but are not limited to:
 - Publishing material which is abusive, offensive, vilifying, harassing or untrue about the University, any of its faculties, schools or programs, any member of the University community or any of the University's controlled entities or affiliates, in any forum or medium, including (but not limited to) print, internet, social networking, email and broadcasting forums;
 - Engaging in disorderly conduct in contravention of the University By-Laws, including interrupting academic activities of the University by means of noise or unseemly behaviour; assaulting, threatening, or attempting to assault or threaten any other person; and using abusive or indecent language or engaging in offensive, indecent or improper acts, conduct or behaviour;

Rating: **Red**

Equal Opportunity Policy⁸⁶

- Harassment: is unwelcome conduct that might reasonably cause a person to be offended, humiliated or intimidated because they have a particular attribute. Harassment can also occur if someone is working in a 'hostile' - or intimidating - environment. The behaviours can be overt or subtle, verbal, non-verbal or physical.

Rating: **Amber**

Policy - Intellectual freedom

- No policy on academic freedom and/or free speech.

Action

Christine Cronau, author of *Bring Back the Fat*, banned from lecturing at South Australian universities⁸⁷

- Christine Cronau, author of *Bring Back The Fat*, has moved to a venue at Hallett Cove after protests against planned appearances at the University of Adelaide and the University of South Australia.

Rating: **Red**

85 <http://www.adelaide.edu.au/policies/33/?dsn=policy.document;field=data;id=50;m=view>

86 <https://www.adelaide.edu.au/policies/4183/?dsn=policy.document;field=data;id=7745;m=view>

87 <http://www.adelaidenow.com.au/news/south-australia/christine-cronau-author-of-bring-back-the-fat-banned-from-lecturing-at-south-australian-universities/news-story/527e8c545c37a717a2bbbf08a9cbc9b5>

University of Canberra

Policies

University of Canberra (Student Conduct) Rules⁸⁸

- (3) Non-academic misconduct means the following conduct:
 - (h) engaging in behaviour offensive to:
 - i. a member of the Council, the Committee or any other authority, committee, board or other body of the University established under a Statute; or
 - ii. an officer or employee of the University; or
 - iii. a student or group of students; or
- (4) Serious Misconduct means academic or non-academic misconduct and includes but is not limited to the following conduct:
 - (b) behaviour that is considered unlawful, discriminatory, sexually inappropriate, bullying, harassing, threatening, offensive, invades another's privacy or causes any person to fear for their personal safety;

Rating: **Red**

Human Rights and Discrimination Policy⁸⁹

- Harassment: Harassment includes offensive, belittling or threatening behaviour toward an individual or group of employees

Rating: **Red**

Policy - Intellectual freedom

- No policy on academic freedom and/or free speech.*

2017 change notes

- New Human Rights and Discrimination Policy

88 https://www.canberra.edu.au/_data/assets/pdf_file/0008/1379069/University-of-Canberra-Student-Conduct-Rules-2017.pdf

89 https://www.canberra.edu.au/Policies/PolicyProcedure/Download/17/Human_Rights_and_Discrimination_Policy

University of Divinity

Policies

STATEMENT OF RIGHTS, RESPONSIBILITIES, AND CONDUCT OF MEMBERS OF THE UNIVERSITY⁹⁰

- All members of the University have the right to be safe and to feel safe in University and College environments. Bullying or harassment in any form - spiritual, sexual, or discriminatory - is wrong and not permitted.

Rating: **Amber**

Policy - Intellectual freedom

- No policy on academic freedom and/or free speech.*

⁹⁰ <https://www.divinity.edu.au/wp-content/uploads/2013/12/Statement-of-Rights-and-Responsibilities.pdf>

University of Melbourne

Policies

Provision and Acceptable Use of IT Policy (MPF1314)⁹¹

- 5.22. Use for any purpose other than an authorised purpose is considered to be misuse, for example:
 - (d) the deliberate or reckless creation, transmission, storage, downloading, or display of any offensive or menacing images, data or other material, or any data capable of being resolved into such images or material, except in the case of the appropriate use of facilities for properly supervised University work or study purposes;

Rating: **Amber**

Student Conduct Policy (MPF1324)⁹²

- 4.2. As members of the University community, students must conduct themselves in a manner consistent with the standards of behaviour that promote the good order and management of the University. Accordingly, students must:
 - (d) comply with the Appropriate Workplace Behaviour Policy where relevant and treat others fairly and equitably, and not engage in harassing, bullying or discriminatory behaviour;

Rating: **Green**

Appropriate Workplace Behaviour Policy (MPF1328)

- Bullying means repeated behaviour that a reasonable person, having regard to all the circumstances, would anticipate to be humiliating, intimidating, undermining or threatening and which causes a risk to health and safety. Bullying does not include reasonable management action.

Rating: **Green**

Policy - Intellectual freedom

Academic Freedom of Expression Policy (MPF1224)⁹³

- Right to academic freedom of expression
 - 4.1. A core value of the University of Melbourne is to preserve, defend and promote the traditional principles of academic freedom in the conduct of its

91 <https://policy.unimelb.edu.au/MPF1314>

92 <http://policy.unimelb.edu.au/MPF1324>

93 <https://policy.unimelb.edu.au/MPF1224>

affairs, so that all scholars at the University are free to engage in critical enquiry, scholarly endeavour and public discourse without fear or favour.

- 4.2. Accordingly, the University supports the right of all scholars at the University to search for truth, and to hold and express diverse opinions. It recognises that scholarly debate should be robust and uninhibited. It recognises also that scholars are entitled to express their ideas and opinions even when doing so may cause offence. These principles apply to all activities in which scholars express their views both inside and outside the University.
- 4.3. The liberty to speak freely extends to making statements on political matters, including policies affecting higher education, and to criticism of the University and its actions.
- 4.4. Scholars at the University should expect to be able to exercise academic freedom of expression and not be disadvantaged or subjected to less favourable treatment by the University for doing so.

Rating: **Green**

Actions

The academics who hate free speech⁹⁴

- Conservative students launch a membership drive and a posse of Melbourne University cry "Racists!" and have them thrown off campus.

Note: University of Melbourne vice-chancellor Glyn Davis has questioned the validity of this particular event. However, in addition to the original account, the series of events has been confirmed by two additional witnesses. Nevertheless, considering the historic nature of the incident, it has been downgraded to an Amber rating.

Rating: **Amber**

Student protesters disrupt lecture by former federal Liberal MP Sophie Mirabella at Melbourne University⁹⁵

- Former federal Liberal MP Sophie Mirabella has been escorted from a lecture at Melbourne University after it was apparently overrun by protesters.

Note: Mirabella was subsequently able to return to the lecture theatre after the attempted censorious disruption.

Rating: **Amber**

⁹⁴ <https://quadrant.org.au/opinion/qed/2013/04/the-academics-who-hate-free-speech/>

⁹⁵ <http://www.smh.com.au/federal-politics/political-news/student-protesters-disrupt-lecture-by-former-federal-liberal-mp-sophie-mirabella-at-melbourne-university-20140519-38ix3.html>

Uni holds workshops on 'male privilege'⁹⁶

- "By asking men to tone down 'Australian banter' and to 'speak like women', the (student union) is simultaneously discriminating against men and patronising women," Dr d'Abrera said. "The workshops are a direct assault on masculinity and are designed to make men feel ashamed of being men."

Rating: **Amber**

⁹⁶ <http://www.theaustralian.com.au/higher-education/university-holds-workshops-on-male-privilege/news-story/11beb4c070b5f975926066bd729551a6>

University of New England

Policies

STUDENT BEHAVIOURAL MISCONDUCT RULES⁹⁷

- (10) Specific acts of behavioural misconduct include the following:
 - f. Abuse, threats, intimidation, harassment, coercion, deceit or other conduct (whether by physical, verbal or electronic means) in a context substantially connected to the University that:
 - i. threatens or endangers the health, freedom or safety of any person;;
 - ii. obstructs a UNE Representative or Student in the performance of their duties, or
 - iii. interferes with teaching, research or related activity, the ability of a UNE Representative or Student to pursue their studies, examinations, official meetings, graduation or other proceedings of the University.

Rating: **Green**

Policy - Intellectual freedom

INTELLECTUAL FREEDOM STATEMENT⁹⁸

- (6) Intellectual freedom is the freedom to conduct research, teach, learn, speak, and publish, subject to the norms and standards of scholarly inquiry, without interference or penalty, wherever the search for truth and understanding may lead.
- (7) The University upholds this freedom as a fundamental principle to be applied in decision making, within the limits of the University's resources. It reflects the University's commitment to free and responsible enquiry as essential to the conduct of a free and democratic society and to the quest for intellectual, moral and material advancement through informed comment and debate.
- (8) Intellectual freedom carries with it the duty to use the freedom in a reasonable manner consistent with a responsible and honest search for, and dissemination of, knowledge and truth.

Rating: **Green**

⁹⁷ <http://policies.une.edu.au/view.current.php?id=00215>

⁹⁸ <https://policies.une.edu.au/document/view-current.php?id=283>

University of New South Wales

Policies

STUDENT MISCONDUCT PROCEDURE⁹⁹

- Bullying: Repeated unreasonable or less favourable treatment of a person by another in order to intentionally hurt, offend, intimidate, threaten or gain power over another person. Bullying behaviour may be physical or psychological.
- Harassment: Unwelcome behaviour that is offensive, belittling or abusive to another person or group of people.

Rating: **Red**

Diversity Toolkit¹⁰⁰

- Telling the right stories
 - Less appropriate: "Aboriginal people have lived in Australia for 40,000 years", "Captain Cook "discovered" Australia"
 - More appropriate: "... since the beginning of the Dreaming/s", "Invasion", "Colonisation", "Occupation"
- Dreaming and spirituality
 - Less appropriate: "Dreamtime", "However, many Aboriginal people do still use the word "Dreamtime", and this usage must be respected."
 - More appropriate: "The Dreaming", "The Dreamings"

Rating: **Amber**

Policy - Intellectual freedom

- *No policy on academic freedom and/or free speech.*

Actions

'Marriage' deemed offensive by UNSW lecturers¹⁰¹

- One of the country's top universities has warned maths students not to use the term 'marriage' when referring to a well-known theorem because the word may cause 'offence.'

Rating: **Red**

99 <https://www.gs.unsw.edu.au/policy/documents/studentmisconductprocedures.pdf>

100 <https://teaching.unsw.edu.au/diversity-toolkit>

101 <http://www.skynews.com.au/news/top-stories/2017/09/26/unsw-lecturer-deems--marriage--offensive.html>

University of Newcastle

Policies

Promoting a Respectful and Collaborative University: Diversity and Inclusiveness Policy¹⁰²

- 8.2 Harassment
 - Harassment means any unwelcome behaviour that intimidates, offends, or humiliates, an individual, or group of people, and occurs because of race, colour, nationality or ethnic origin, religion, sex, pregnancy (actual, presumed and/or breastfeeding) marital status, age, disability, transgender status, homosexuality, sexual preference, carer's responsibilities, trade union activity or association, political opinion or irrelevant criminal record or some other characteristic specified under anti-discrimination or human rights legislation.

- **Attachment 1: Examples of Harassment, Bullying, Discrimination and Victimisation¹⁰³**

- A broad range of repeated behaviours may constitute either direct or indirect bullying, including, but not limited to:
 - ii. yelling, screaming or offensive language;
- Behaviour which may constitute harassment may include, but is not limited to:
 - iv. making offensive telephone, electronic mail, or other electronic communications;

Rating: **Red**

Social Media Communication Guideline¹⁰⁴

- When chatting about University staff, students or business on an internal or external and personal social media channel, act according to the values of honesty, fairness, trust, accountability and respect as set out in the University's Code of Conduct.
 - ii. Be respectful. Never be aggressive or post content that is offensive or defamatory.

Rating: **Red**

102 http://www.newcastle.edu.au/about-uon/governance-and-leadership/policy-library/document?RecordNumber=D13_30464P

103 <http://www.newcastle.edu.au/about-uon/governance-and-leadership/policy-library/resource-record?RecordNumber=D14/70462>

104 https://www.newcastle.edu.au/about-uon/governance-and-leadership/policy-library/document?RecordNumber=D12_37837P

Inclusive Language Guideline¹⁰⁵

- Guidelines on appropriate language usage.

Rating: **Amber**

Policy - Intellectual freedom

- No policy on academic freedom and/or free speech.

Actions

China consulate involved in Newcastle Uni Taiwan row¹⁰⁶

- The incident at the university, where a lecturer came under fire last week for listing Taiwan and Hong Kong as separate countries, is the fourth prominent case since May where academic staff or Australian universities have been targeted and their actions or teaching material attacked on Chinese social media.

Rating: **Amber**

105 <http://www.newcastle.edu.au/about-uon/governance-and-leadership/policy-library/document?RecordNumber=D09/1974P>

106 <http://www.theaustralian.com.au/national-affairs/china-consulate-involved-in-newcastle-uni-taiwan-row/news-story/14dceb31c1e72807c9f006936784c601>

University of Notre Dame Australia

Policies

CODE OF CONDUCT FOR STUDENTS ENROLLED AT THE UNIVERSITY OF NOTRE DAME AUSTRALIA¹⁰⁷

- Once a student enrolls in the University, he or she is expected to observe the following obligations:
 - (v) Avoid behaviour that could be perceived as harassment, intimidation, discrimination on any basis, bullying or threatening in any other way.

Note: Not forbidden to undertake offensive behaviour, though does prevent behaviour "could be perceived" as harassment, intimidation, discrimination

Rating: **Red**

POLICY: EMAIL AND INTERNET USAGE¹⁰⁸

- Use of the University's email and internet system in the following manner is Strictly Prohibited.
 - Creating or exchanging messages that are offensive, harassing, obscene or threatening.

Rating: **Amber**

Policy - Intellectual freedom

Academic Freedom Policy Statement¹⁰⁹

- 6. The University must be a liberal and unfettered place where the basic values and beliefs of Christians are exposed, explained, researched, debated, freely challenged, and openly affirmed or rejected. No person within its community can or should be oppressed, vilified, demeaned or discriminated against because of their faith and values. All must be free and comfortable within the life of the University.

Rating: **Green**

107 http://www.nd.edu.au/__data/assets/pdf_file/0020/113456/code_of-conduct_students_09.pdf

108 https://www.nd.edu.au/__data/assets/pdf_file/0010/133876/POLICY-Email-and-Internet-Usage.pdf

109 <http://www.nd.edu.au/downloads/university/academic-freedom-policy-statement.pdf>

University of Queensland

Policies

1.70.06 Discrimination and Harassment¹¹⁰

- Harassment/bullying may be subtle or overt and includes, but is not limited to, the following forms of behaviour:
 - Abusive and offensive language or shouting,
 - Sarcasm or ridicule,

Rating: **Red**

1.70.03 Racism¹¹¹

- Race-based harassment - Some examples of race-based harassment include ridicule (e.g. name calling, use of derogatory slang, racist jokes), physical or emotional intimidation (e.g. physical threats or abuse, display of threatening or offensive slogans or graffiti).

Rating: **Red**

6.20.01 Acceptable Use of UQ ICT Resources¹¹²

- 6. Acceptable Use of ICT Resources
 - Offensive and Inappropriate Material: Knowingly downloading, storing, distributing and viewing of offensive, obscene, indecent, pornographic, or menacing material. This could include, but not limited to pornography, hate sites, gratuitous violence and sites using frequent and highlighted bad language.

Rating: **Red**

110 <https://ppl.app.uq.edu.au/content/1.70.06-discrimination-and-harassment>

111 <https://ppl.app.uq.edu.au/content/1.70.03-racism>

112 <https://ppl.app.uq.edu.au/content/6.20.01-acceptable-use-uq-ict-resources#Guidelines>

Policy - Intellectual freedom

1.50.03 Intellectual Freedom, Academic Freedom¹¹³

- Intellectual freedom includes the rights of all staff, affiliates and volunteers to:
 - (a) hold and express opinions about the operations of the University and higher education policy more generally;
 - (b) pursue critical and open inquiry and (where appropriate) to teach, assess, develop curricula, publish and research;

Note: This policy does not apply to students.

Rating: **Green**

Action

CENSORSHIP: Student union bans pro-life activities¹¹⁴

- The student union at the University of Queensland has banned the Newman Society from conducting pro-life activities on campus.

Rating: **Red**

113 <https://ppl.app.uq.edu.au/content/1.50.03-intellectual-freedom-academic-freedom>

114 <http://newsweekly.com.au/article.php?id=3460>

University of South Australia

Policies

Code of Conduct for Students¹¹⁵

- verbal harassment—can overlap with any of the other forms of harassment, but also includes offensive language, slander, offensive notes or graffiti

Rating: **Red**

University By-Laws¹¹⁶

- Disorderly or Offensive Behaviour
 - 7.1 No person shall:
 - use any indecent language or be guilty of any offensive or disorderly conduct on (the) University grounds;

Rating: **Red**

Student complaints resolution¹¹⁷

- Bullying means the repeated unreasonable ill treatment of a person by another or other people. It consists of offensive, abusive, belittling or threatening behaviour directed at an individual or group that a reasonable person would expect to create a risk to the emotional, mental or physical health of the person(s) affected or targeted.

Rating: **Amber**

Equal opportunity¹¹⁸

- Unwelcome behaviour or language that has the effect of offending, intimidating, or humiliating a person on the basis of their sex, marital status, pregnancy, sexuality, race, disability, age, or political or religious belief, in circumstances which a reasonable person, having regard to all the circumstances, would have anticipated that the person harassed would be offended, humiliated, or intimidated.

Rating: **Amber**

Policy - Intellectual freedom

- No policy on academic freedom and/or free speech.*

115 <http://w3.unisa.edu.au/policies/codes/students/Code-of-Conduct-for-Students.pdf>

116 <http://w3.unisa.edu.au/policies/act/bylaws.asp>

117 http://w3.unisa.edu.au/policies/policies/corporate/C17.4_Student_complaints_resolution.pdf

118 <http://w3.unisa.edu.au/policies/policies/corporate/C02.asp>

Actions

Christine Cronau, author of *Bring Back the Fat*, banned from lecturing at South Australian universities¹¹⁹

- Christine Cronau, author of *Bring Back The Fat*, has moved to a venue at Hallett Cove after protests against planned appearances at the University of Adelaide and the University of South Australia.

Rating: **Red**

119 <http://www.adelaidenow.com.au/news/south-australia/christine-cronau-author-of-bring-back-the-fat-banned-from-lecturing-at-south-australian-universities/news-story/527e8c545c37a717a2bbbf08a9cbc9b5>

University of Southern Queensland

Policies

Student Code of Conduct Policy¹²⁰

- Harassment: Unlawful harassment occurs when a person is made to feel intimidated, insulted or humiliated because of their race, colour, national or ethnic origin; sex; disability; sexual preference; or some other characteristic specified under antidiscrimination or human rights legislation. Harassment may include behaviour, comments or images which a reasonable person would consider to be offensive, humiliating, intimidating or threatening. Harassment includes all forms of sexual harassment.

Rating: **Amber**

Harassment and Discrimination Complaint Resolution for Students Policy and Procedure¹²¹

- Bullying: Bullying involves the repeated unreasonable ill-treatment of a person by another or others. It is a form of Harassment and Discrimination consisting of offensive, abusive, belittling or threatening behaviour directed at an individual or a group.
- Harassment: Unlawful Harassment occurs when a person is made to feel intimidated, insulted or humiliated because of their race, colour, national or ethnic origin; sex; disability; sexual preference; or some other characteristic specified under anti-Discrimination or human rights legislation. Harassment may include behaviour, comments or images which a reasonable person would consider to be offensive, humiliating, intimidating or threatening. Harassment includes all forms of Sexual Harassment.

Rating: **Amber**

Policy - Intellectual freedom

- *No policy on academic freedom and/or free speech.*

120 <http://policy.usq.edu.au/documents/142753PL>

121 <http://policy.usq.edu.au/documents/13333PL>

University of Sunshine Coast

Policies

Anti-Discrimination and Freedom from Bullying and Harassment (Students) - Governing Policy¹²²

- Detailed below are examples of behaviours, whether intentional or unintentional, that may be regarded as bullying if they are repeated, unreasonable and create a risk to health and safety. This is not an exhaustive list – however, it does outline some of the more common types of behaviours. Examples include:
 - Abusive, insulting or offensive language or comments
- Harassment is any form of behaviour that is unwelcome, unsolicited, unreciprocated and usually (but not always) repeated. It is behaviour that is likely to offend, humiliate or intimidate. Harassment can be based on any of the attributes listed under the definition of discrimination and for example can include sexual, disability, racial, or gender based harassment.

Note: The definition of bullying is an 'Amber' rating, however the lack of reasonable person check for the definition of harassment in totality amounts the policy to a 'Red' ranking.

Rating: **Red**

Social Media – General Guidelines¹²³

- When using social media in the context of education or research training, and when making identifiable private use of social media*, you must not:
 - make any comment or post material that is, or might be construed to be, racial or sexual harassment, offensive, obscene (including pornography), defamatory, discriminatory towards any person, or inciting hate
 - make any comment or post material that creates, or might be construed to create, a risk to the health or safety of a student, contractor, staff member or other person, including material that amounts to bullying, psychological or emotional violence, coercion, harassment, sexual harassment, aggressive or abusive comments or behaviour, and/or unreasonable demands or undue pressure

Rating: **Red**

Policy - Intellectual freedom

- No policy on academic freedom and/or free speech.

122 <http://www.usc.edu.au/explore/policies-and-procedures/anti-discrimination-and-freedom-from-bullying-and-harassment-students-governing-policy>

123 <http://www.usc.edu.au/explore/policies-and-procedures/social-media-general-guidelines>

University of Sydney

Policies

BULLYING, HARASSMENT AND DISCRIMINATION PREVENTION POLICY 2015¹²⁴

- (1) Bullying is repeated and unreasonable behaviour directed towards a person or group of people that creates a risk to health and safety.
 - (a) Repeated behaviour is behaviour which occurs more than once and may involve a range of behaviours over time.
 - (b) Unreasonable behaviour is behaviour that a reasonable person, having regard for the circumstances, would see as unreasonable, including behaviour that is victimising, humiliating, intimidating or threatening
- If the criteria in subclause 7(1) are met, the following may be considered to be examples of bullying:
 - (a) verbal abuse or threats, including yelling, insulting or offensive language;

Rating: **Amber**

Policy - Intellectual freedom

Charter of Academic Freedom¹²⁵

- The University of Sydney declares its commitment to free enquiry as necessary to the conduct of a democratic society and to the quest for intellectual, moral and material advance in the human condition.

Rating: **Green**

Action

Board blocks BroSoc¹²⁶

- The formation of the Brotherhood Recreation and Outreach society has been blocked by the USU Board

Rating: **Red**

Badar banned: Uni cancels SUMSA speaker¹²⁷

124	http://sydney.edu.au/policies/showdoc.aspx?recnum=PDOC2011/168
125	https://sydney.edu.au/policies/showdoc.aspx?recnum=PDOC2011/64&RendNum=0
126	http://honisoit.com/2014/09/board-blocks-brosoc/
127	http://honisoit.com/2014/09/badar-banned-uni-cancels-sumsa-speaker/

- A Q&A-style event to be hosted by the Sydney University Muslim Students Association (SUMSA) entitled 'Grill a Muslim' last week was cancelled at the personal request of Vice-Chancellor Michael Spence.

Rating: **Red**

Australia university ousts Chinese academic amid cries of Beijing interference¹²⁸

- A China-born academic has been forced out of a leading Australian university for posting online politically charged remarks about his countrymen, re-igniting accusations Beijing is using its presence inside global campuses to exert soft power.

Rating: **Red**

Sydney University accused of bias after lecturers likened conservative politicians to Nazis¹²⁹

- A second-year student ended up pulling out of the subject, The Holocaust, History and Aftermath, after he was prevented from presenting his class assignment on modern instances of anti-Semitism.
- The 22-year-old, who was afraid to be named for fear of reprisals, said he was told by the tutor not to explain how anti-Israel sentiment can be linked to anti-Semitism.

Rating: **Red**

Lyle Shelton, August 2016¹³⁰

- @Sydney_Uni disapproves of what you say & cancels your speaking venue with 1 day of notice in response to anti-free speech bullies.

Rating: **Red**

Uni of Sydney Union in hot water on Red Pill film ban¹³¹

- A university student union has been accused of stifling debate and silencing alternative points of view with a decision to block the screening of controversial "men's rights" film The Red Pill, over claims that screening it could put women on campus at threat of sexual assault.

Rating: **Red**

Yes, No camps clash at University of Sydney¹³²

- Police were forced to intervene after one man violently attempted to grab a "It's Okay to Say No" sign from the hands of a member of the Catholic Society.

Rating: **Red**

128 <http://www.reuters.com/article/australia-china-education-idusl3n17n2mt>

129 <http://www.dailytelegraph.com.au/news/nsw/sydney-university-accused-of-bias-after-lecturers-likened-conservative-politicians-to-nazis/news-story/aff2200d467f0db675d5966207621d27>

130 <https://twitter.com/LyleShelton/status/765801820191064064>

131 <http://www.theaustralian.com.au/news/nation/uni-of-sydney-union-in-hot-water-on-red-pill-film-ban/news-story/a84371213e41d3349c3b144aea653450>

132 <http://www.theaustralian.com.au/news/nation/yes-no-camps-clash-at-university-of-sydney/news-story/a5364fdec0ea5d623786a03b4c7ba4de>

Anti-sugar campaigner faces uni ban¹³³

- At the second conference, in November, security officials asked Mr Robertson to leave after he tried to question Professor Brand-Miller.

Rating: **Red**

Chinese students left fuming after Sydney uni lecturer uses contested map of China-India border¹³⁴

- A WeChat account of a University of Sydney Chinese student group denounced IT lecturer Dr Khimji Vaghjiani for using a map showing India controlled territory on the border with China.

Rating: **Red**

Sydney University charging students a security fee for conservative events¹³⁵

- UNIVERSITY students are being told they will have to pay to hire security guards if they want to run events spruiking conservative ideals — including pro-coal ideas.

Rating: **Red**

University has change of heart on Dalai Lama visit¹³⁶

- The University of Sydney is set to host a lecture by the Dalai Lama in June, ending a dispute over whether he would be welcome on campus.

Rating: **Amber**

Student protesters guilty of assault on Julie Bishop, claims Christopher Pyne¹³⁷

- Bishop was attending the university to announce that a further 1000 students would be able to study overseas under new government funding when she was confronted by about 20 students.

Rating: **Amber**

Anti-Israel protesters run riot at Sydney uni¹³⁸

- According to the Australia/Israel & Jewish Affairs Council's Glen Falkenstein, protesters stood on chairs, began to push students and shout loudly at those who objected to their behaviour.

Rating: **Amber**

133 <http://www.theaustralian.com.au/news/nation/university-of-sydney-threatens-to-ban-rory-robertson-over-sugar-dispute/news-story/0021115ba9b77f2e2e96e86f37ca7fdd>

134 <http://www.sbs.com.au/news/article/2017/08/22/chinese-students-left-fuming-after-sydney-uni-lecturer-uses-contested-map-china>

135 <http://www.dailytelegraph.com.au/news/nsw/sydney-university-charging-students-a-security-fee-for-conservative-events/news-story/51ebd5344527b24c6a3b31ee13b91297>

136 <http://www.abc.net.au/news/2013-04-23/university-of-sydney-to-host-dalai-lama/4647110>

137 <http://www.theguardian.com/world/2014/may/17/protesters-guilty-of-assault-on-julie-bishop-claims-pyne>

138 <http://www.jewishnews.net.au/anti-israel-protesters-run-riot-at-sydney-uni/41008>

Students protest former Israeli navy officer¹³⁹

- A group of students from the Sydney University Muslim Students' Association (SUMSA) organised an impromptu protest against a former Israeli Navy Officer at the University of Sydney last Thursday.

Rating: **Amber**

USU threatens to deregister Evangelical Union¹⁴⁰

- The University of Sydney Union (USU) has threatened to deregister the Sydney University Evangelical Union (EU) from the Clubs & Societies program over the latter's requirement that all members must make a declaration of faith in Jesus Christ.

Rating: **Amber**

Sydney Uni fails to clear air over short-lived Ali Abunimah ban¹⁴¹

- The University of Sydney is refusing to answer questions relating to its short-lived decision to ban a Palestinian American activist, amid claims administrators singled him out for his support of boycotts against Israel.

Rating: **Amber**

Queer students protest controversial Catholic Society event¹⁴²

- Around 60 students with several megaphones, rainbow flags, and a trombone, drowned out large portions of the Catholic Society event with chants of "queer pride saves lives" and "bigots are not welcome here", in a protest organised by the SRC's Queer Action Collective (QuAC).
- In addition to the chanting and trombone, the event was also interrupted by a microphone failure one heckler characterised as an "act of God". It is unclear whether the microphone failure was caused by a deliberate attempt to tamper with the power supply to the speakers.

Rating: **Amber**

Student protest takes a violent turn at University of Sydney¹⁴³

- Police officers and riot squad were on standby early at the event and said the students were removed for "disturbing the peace".

Rating: **Amber**

139 <http://www.altmedia.net.au/students-protest-former-israeli-navy-seal-at-sydney-university/97283>

140 <http://honisoit.com/2016/03/usu-threatens-to-deregister-evangelical-union/>

141 <http://www.theaustralian.com.au/higher-education/sydney-uni-fails-to-clear-air-over-shortlived-ali-abunimah-ban/news-story/5f86c8caaf4637d4df05f091d46d5e77>

142 <http://honisoit.com/2016/05/queer-students-protest-controversial-catholic-society-event/>

143 <https://au.news.yahoo.com/a/31288039/student-protest-takes-a-violent-turn-at-university-of-sydney/>

University of Tasmania

Policies

University Behaviour Policy¹⁴⁴

- Bullying
 - 'Unreasonable behaviour' means behaviour that a reasonable person, having regard for the circumstances, would see as victimising, humiliating, undermining or threatening.
- 3.2.3 Harassment
 - Harassment is behaviour which offends, humiliates, intimidates, insults or ridicules another person in circumstances which a reasonable person would have anticipated that the victim would be offended, humiliated, intimidated, insulted or ridiculed.

Rating: **Amber**

Policy - Intellectual freedom

Academic Freedom (GLP14)¹⁴⁵

- 3. Principles
 - The University of Tasmania is committed to academic freedom, which embraces the pursuit of knowledge, critical inquiry, intellectual discourse and responsible public discourse and debate.
 - University of Tasmania Academic staff, as defined by the University of Tasmania Act 1992, have the right to academic freedom. Academic staff are expected to exercise this right reasonably and in good faith, with intellectual honesty and rigour, in accordance with the highest ethical, professional and legal standards and in accordance with University policies and State and Federal legislation..
 - The University of Tasmania has both the right and the responsibility to support academic staff when exercising their academic freedom.

Note: This policy does not explicitly apply to students.

144 http://www.utas.edu.au/__data/assets/pdf_file/0008/657179/University-Behaviour-Policy.pdf

145 <http://www.utas.edu.au/university-council/university-governance/governance-level-principles/academic-freedom-glp14>

University of Technology, Sydney

Policies

UTS Student Rules: Section 16 – Student misconduct and appeals¹⁴⁶

- 16.2 Definition of misconduct
 - 16.2.1 Student misconduct includes but is not limited to:
 - (20) publishing material which is abusive, offensive, vilifying, harassing, discriminatory or inappropriate about the University, another student, or an officer of the University, in any forum or media, including but not limited to print, internet, social media, email, digital or electronic communications and broadcasting forums;

Rating: **Red**

Policy on the Prevention of Harassment¹⁴⁷

- 3.2 What is unlawful harassment?
 - Unlawful harassment is any unwelcome conduct, verbal or physical, which has the intent or effect of creating an intimidating, hostile or offensive educational, or work environment, and which happens because of a person's sex, pregnancy, race or ethno-religious background, marital status, age, sexual preference, transgender status or disability.
 - Unlawful harassment can include:
 - offensive communications (such as posters, letters, emails, faxes, screen savers, websites)
 - offensive telephone or electronic mail or other computer system communications
 - verbal abuse or comments that put down or stereotype people
 - teasing or offensive language and racist behaviours
 - The offensive behaviour does not have to take place a number of times: a single incident can constitute harassment.
 - What is important is how the behaviour affects the person it is directed against. Unlawful harassment can occur even if the behaviour is not intended to offend. Students and staff should be aware that differing social and cultural standards may mean that behaviour that is acceptable to some may be perceived as offensive

146 <http://www.gsu.uts.edu.au/rules/student/section-16.html>

147 <http://www.gsu.uts.edu.au/policies/documents/preventionharrassment.pdf>

by others. As a guide, ask yourself: 'would a reasonable person be intimidated, offended or humiliated by the behaviour?'

Rating: **Amber**

Equal Opportunity and Diversity Policy¹⁴⁸

HARASSMENT

- Unlawful harassment means any unwelcome, offensive, abusive, belittling or threatening behaviour that humiliates, offends or intimidates another person or group of people and occurs because of a characteristic or ground specified under anti-discrimination legislation.

Rating: **Amber**

Policy - Intellectual freedom

- No policy on academic freedom and/or free speech.

Actions

Students storm building but fail to disrupt treasurer Scott Morrison post-budget address¹⁴⁹

- Armed with two megaphones, members of the Socialist Alternative (SA) stormed a University of Technology Sydney building about 7.30am on Monday protesting the federal government's higher education cuts and plan to hike student fees.

Rating: **Amber**

148 <http://www.gsu.uts.edu.au/policies/documents/equal-opportunity-policy.pdf>

149 <http://www.dailytelegraph.com.au/news/nsw/students-storm-building-but-fail-to-disrupt-treasurer-scott-morrison-postbudget-address/news-story/af0889d3dea8727d0b8cc1a64d56f4f5>

University of Western Australia

Policies

The University of Western Australia Lands By-Laws¹⁵⁰

- Part 5 – Conduct of Persons on the Lands
 - 5.3 No person shall use any abusive or insulting language on the Lands.
 - 5.4 No person shall do or commit any offensive, indecent or improper act nor behave in an offensive, indecent or improper manner nor engage in any conduct which is offensive, indecent or improper on the Lands.

Rating: **Red**

Offensive Materials on UWA IT Systems¹⁵¹

- 1. Offensive material must not be created, obtained, stored, transmitted, displayed or communicated using University computers and networks.

Rating: **Red**

Schedule 1 – examples of misconduct: Regulations for student conduct and discipline¹⁵²

- (4) wilfully interfering unduly with the freedom of speech within the University of a member of the University or of a speaker invited by any section of the University to express their views:
 - Example 1: Disrupting to an unreasonable degree an address by a guest speaker

Rating: **Green**

Policy - Intellectual freedom

- *No policy on academic freedom and/or free speech.*

150 <http://www.governance.uwa.edu.au/statutes/by-laws/conduct>

151 <http://www.governance.uwa.edu.au/procedures/policies/policies-and-procedures?method=document&id=UP07%2F44>

152 <http://www.governance.uwa.edu.au/regulations/student-conduct/misconduct>

Actions

UWA cancels contract for Consensus Centre involving controversial academic Bjorn Lomborg¹⁵³

- The University of Western Australia has cancelled the contract for a policy centre that was to be based on the methodology of controversial academic Bjorn Lomborg after a “passionate emotional reaction” to the plan.

Rating: **Red**

Uthman Badar UWA lecture cancelled: Muslim activist booked as headline speaker for Gaza seminar¹⁵⁴

- A planned lecture by a controversial Muslim activist at the University of Western Australia (UWA) has been cancelled after public criticism.

Rating: **Red**

153 <http://www.abc.net.au/news/2015-05-08/bjorn-lomborg-uwa-consensus-centre-contract-cancelled/6456708>

154 <http://www.abc.net.au/news/2014-08-19/uni-lecture-by-muslim-activist-uthman-badar-cancelled/5680350>

University of Wollongong

Policies

BULLYING PREVENTION POLICY¹⁵⁵

- 4. Bullying may include, but is not limited to:
 - a. yelling, screaming, abusive or offensive language, insults, inappropriate comments about a person's appearance, personal life or lifestyle, defamation of individuals or their family or associates;
 - n. sending abusive or offensive e-mails or text messages; or

Rating: **Red**

RESPECT FOR DIVERSITY POLICY¹⁵⁶

- 2 Definitions
 - Harassment: Harassment is any form of behaviour that is unwelcome to the recipient/s; offends, intimidates or humiliates the recipient/s; and targets the recipient/s for one of the reasons covered by anti-discrimination laws, such as their sex, race or disability.

Rating: **Red**

GRIEVANCE POLICY¹⁵⁷

- 2. Definitions
 - Bullying: Any unfair or unreasonable behaviour by an individual or group that belittles, scares, intimidates or offends to the extent that it could put someone's health, safety or welfare at risk, including their psychological or emotional health, noting that ALL violent behaviour which is not self-defence is regarded as unacceptable.
 - Harassment: Unwelcome behaviour that makes a person feel belittled, intimidated, offended or apprehensive, and that a reasonable person, taking into account all the circumstances, would expect to cause offence, intimidation or apprehension.

Rating: **Amber**

155 <https://www.uow.edu.au/about/policy/UOW066134.html>

156 <https://www.uow.edu.au/about/policy/UOW058716.html>

157 <http://www.uow.edu.au/about/policy/UOW058683.html>

IT ACCEPTABLE USE POLICY¹⁵⁸

- 6.10. The University network and IT Facilities, including email and web servers and other similar resources, may not be used for:
 - a. the creation or transmission (other than for properly supervised and lawful teaching or research purposes) of any material or data which could reasonably be deemed abusive, offensive, obscene or indecent;

Rating: **Amber**

Inclusive Language Guideline¹⁵⁹

- Guidelines on appropriate language usage.

Rating: **Amber**

Policy - Intellectual freedom

- No policy on academic freedom and/or free speech.

158 <http://www.uow.edu.au/about/policy/UOW002319.html>

159 <https://www.uow.edu.au/about/policy/diversity/UOW140611.html>

Victoria University

Policies

STUDENT EQUITY AND SOCIAL INCLUSION POLICY¹⁶⁰

- (18) Harassment: refers to discriminatory behaviour in relation to a protected attribute (see Clause 23), which is reasonably likely in all the circumstances, to humiliate, offend, intimidate or distress the person(s) concerned.

Rating: **Amber**

IT APPROPRIATE USE POLICY¹⁶¹

- (17) VU ICT facilities and services must not be used by staff and students for the purpose of creating, accessing or transmitting or otherwise dealing with content which may reasonably be regarded as objectionable, obscene or offensive, or in a manner which is contrary to other University policies or which may otherwise expose the University to legal liability.

Rating: **Amber**

Policy - Intellectual freedom

- *No policy on academic freedom and/or free speech.*

160 <https://policy.vu.edu.au/document/view.php?id=220>

161 <https://policy.vu.edu.au/document/view.php?id=258>

Western Sydney University

Policies

BULLYING PREVENTION GUIDELINES¹⁶²

- Part E - What Are Examples Of Bullying?
 - (15) Bullying includes but is not limited to repeated unreasonable overt behaviours such as:
 - a. Verbal abuse - yelling, screaming, shouting, aggressive or abusive or offensive language, personal insults, name-calling, sarcasm, inappropriate comments about a person's appearance or personal life, defamation of individuals or their family or associates;

Rating: **Red**

COMPLAINT HANDLING AND RESOLUTION POLICY

- SECTION 2 – DEFINITIONS
 - (10) For the purposes of this policy, the following definitions apply:
 - l. harassment - refers to any form of behaviour that is unwanted and offends, humiliates or intimidates a person, whether intended or not.

Rating: **Red**

BULLYING PREVENTION POLICY¹⁶³

- SECTION 2 - DEFINITIONS
 - (6) For the purpose of this policy:
 - Bullying occurs when:
 - an individual or group of individuals repeatedly behaves unreasonably towards another individual or a group of individuals, and
 - the behaviour creates a risk to health and safety.

Rating: **Amber**

ACCEPTABLE USE OF IT RESOURCES POLICY¹⁶⁴

162	http://policies.uws.edu.au/view.current.php?id=00240
163	http://policies.uws.edu.au/view.current.php?id=00099
164	https://policies.westernsydney.edu.au/document/view.current.php?id=124

- (20) Authorised Users must not access or use University IT Resources in ways that:
 - i. distribute or access material that the University considers unacceptable or offensive. This includes, but is not limited to, malicious, pornographic, gambling, or terrorist material. Authorised Users requiring access to unacceptable or offensive content for research or study should request a specific exemption for access to be permitted;

Rating: **Amber**

Inclusive Language Policy¹⁶⁵

- Guidelines on appropriate language usage.

Rating: **Amber**

Policy - Intellectual freedom

- *No policy on academic freedom and/or free speech.*

165 <http://policies.uws.edu.au/download.php?id=00101&vid=1&t=p>

