

MENZIES INSTITUTE OF TECHNOLOGY

POLICY SUMMARY FOR STUDENTS

MITP21 - Bullying, Harassment and Discrimination Prevention Policy

VERSION: 8

LAST REVIEWED: 2025

NEXT REVIEW: 2028

PURPOSE OF THIS POLICY

This policy ensures that Menzies provides a safe, healthy, and respectful learning environment free from bullying, harassment, and discrimination. We are committed to treating all students fairly and equitably, preventing these behaviours from occurring, and responding appropriately when they do occur. This policy applies to all aspects of student life at Menzies, including classrooms, online environments, work placements, and Institute-related activities.

KEY SECTIONS OF THE POLICY

1. Commitment to Safe Environment: Menzies is committed to providing an environment where everyone is treated with dignity and respect, free from bullying, unlawful harassment, and discrimination. 2. Prohibited Conduct: All forms of bullying (repeated unreasonable behaviour), harassment (unwelcome conduct that offends, humiliates, or intimidates), and discrimination (unfair treatment based on protected attributes like race, gender, disability, age, etc.) are strictly prohibited. 3. Reporting and Support: Clear reporting pathways and support services are available for students who experience or witness these behaviours. 4. Investigation and Response: All complaints are investigated fairly and confidentially, with appropriate action taken. 5. Culture of Integrity: We promote a culture of respect, inclusion, and accountability through education, training, and continuous improvement.

KEY POINTS FOR STUDENTS

✓ You have the right to study in an environment free from bullying, harassment, and discrimination. ✓ Report any incidents to Student Services, your trainer, or the CEO - all reports are taken seriously. ✓ Confidential support services are available regardless of whether you make a formal complaint. ✓ Both informal and formal

resolution processes are available. ✓ Retaliation or victimization for reporting is strictly prohibited. ✓

Everyone has a responsibility to maintain a respectful environment. ✓ Witnessing these behaviours? You can report them even if you're not directly affected.

CONTACT INFORMATION

To report bullying, harassment, or discrimination:

Student Services Officer: 1300 244 002, academics@menzies.vic.edu.au

CEO: 1300 244 002, sam@menzies.vic.edu.au

Related policies: MITP22 Sexual Harassment, MITP07 Complaints and Appeals, MITP04 Student Code of Conduct, MITP28 Student Support Services.

This is a summary only. The full policy contains detailed procedures and responsibilities. You can request the full policy from Student Services.