



RACISM AND RACIAL HARASSMENT POLICY

1. Policy

Racism, racial discrimination and racial harassment prevent individuals against whom they are directed from reaching their full potential, and are unacceptable to the University (see index for policy on discrimination).

1.1 The University affirms that

1.1.1 It will work towards the elimination of racism and racial prejudice in its corporate conduct and in the conduct of all its staff and students, and

1.1.2 It will not tolerate racial slurs or harassment, will proscribe racial discrimination (except in those cases where University policy is formulated specifically to redress past discrimination), and will act against any manifestation or incidence thereof through staff or student disciplinary channels.

2. Definitions

2.1 Race

Race is primarily a social construct in which individuals are classified into groups ("races") on the grounds of perceived heritable physical differences.

2.2 Racism

This is intolerance of, and hostility to other people on account of their "race".

2.3 Racial prejudice

This is the belief that a particular "race" (or group of "races") is inferior to another "race" (or group of "races") in respect of one, or usually many, qualities or attributes.

2.4 Racial discrimination

This occurs when anyone is put at a disadvantage on the grounds of his/her "race" in respect of one or more (usually a whole set of) opportunities and rights in society.

2.5 Racial slurs

Racial slurs occur when a vocabulary is used which is recognised to be demeaning or insulting to individuals on account of their "race".

2.6 Racial harassment

This is social behaviour that is intended to coerce, manipulate, intimidate, or take advantage of persons belonging to a particular "race", typically but not always in situations where unequal power and authority relations prevail between those who harass and those who are harassed.



3. Remedies

Anyone who feels that he or she is the victim of racial harassment or racial slurs or racial discrimination has the right to seek redress without prejudice. The procedure for dealing with complaints has two stages. This first stage is informal and the second formal.

4. Informal Procedure

4.1 A complainant may try to resolve the problem using the informal procedure. This involves discussion and/or mediation.

4.2 A complainant (student or member of staff) may wish to resolve the problem through discussion: for example, he/she may believe that the harasser is unaware that the behaviour is offensive and unacceptable.

4.3 There will be cases when discussion between the parties will present particular stress and difficulties. In these cases the complainant may seek the counsel, mediation and intervention of an appointed mediator. The appointed mediator has ten working days in which to provide help and seek a satisfactory solution. If there has been no resolution to the complainant's satisfaction within ten working days, the complainant may institute formal proceedings.

4.4 The Director, Discrimination and Harassment Office will annually publicise, through appropriate campus media and publications, the names of mediators who will be available to students and staff. In addition the names of mediators may be obtained in confidence from the offices of the Registrar, Executive Director, Human Resources, the Transformation Office (Office of the Vice Chancellor), Deans of Faculties and Faculty Officers, Department of Student Affairs, and the Student Representative Council. The complainant has the right to choose from the list of mediators.

5. Confidentiality

5.1 Records and complaints filed, action taken to remedy the problem, the names of those involved and the outcome, will be maintained by the Discrimination and Harassment Office. No record of the informal statement will be maintained on the personal files of the individuals. The Director, Discrimination and Harassment Office will report annually to the officer nominated by the Vice-Chancellor for this purpose.

5.2 Anonymous complaints will not be entertained or acted upon. The rights of complainants will be protected, as will the rights of those complained against.

6. Formal procedure

This procedure may be followed in the first instance, or after informal attempts have been unsuccessful.

In either case the complainant should lodge a written complaint with the Vice-Chancellor's



office.

The Vice-Chancellor, or nominee, shall thereupon

6.1 call for a report from the mediator, if applicable;

6.2 invite the person complained against, if he or she wishes, to state his or her case in writing;

6.3 refer the matter, if deemed appropriate, for disciplinary enquiry.

7. Appointment of mediators

7.1 The Director of the Discrimination and Harassment Office will be responsible for appointing a panel of mediators, and will attempt to recruit people from a wide range of University constituencies.

7.2 The Director of the Discrimination and Harassment Office will arrange for the training of mediators for this purpose.

7.3 Mediators will usually be appointed for three years.