



Macquarie University Law Society

# Equity Policy

Guiding expectations at MULS events

<b>Last review</b>	2 April 2017
<b>Next review</b>	28 February 2018

*This policy was written by Patrick Barkachi (Acting President and Secretary 2016) and Rhiannon Bell (President 2017).*

## **1. Policy objective**

This policy explains the expectation of student behaviour at all MULS events. By attending a MULS event, attendees agree to accept this policy, as well as the Macquarie University Student Code of Conduct. This policy also applies to event attendees who are not enrolled at Macquarie University. MULS members who bring guests will bear some responsibility for the conduct of their guests.

## **2. Equity**

Equity refers to the belief that all individuals are equal and deserve to be treated with the same level of dignity and respect. It involves including and respecting all individuals, regardless of sex, gender identity, sexuality, race, disability, age, political beliefs, religious orientation or other aspects of their identity. MULS aims to ensure that everyone feels safe and comfortable at all MULS events.

### **2.1. What constitutes an equity violation?**

Broadly speaking, an equity violation includes any behaviour that offends, humiliates or intimidates another person, or makes them feel uncomfortable. This includes:

- Bullying, exclusion, or intimidation;
- Language or actions that marginalise, insult, vilify or offend a person based on any part of their identity;
- Peer pressure; and
- Sexual harassment.

## **3. Sexual harassment**

Sexual harassment refers to unwelcome sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature.

'Unwelcome' behaviour is the key word. Unwelcome does not mean 'involuntary'. A victim may consent or agree to certain conduct and actively participate in it. Sexual conduct is unwelcome whenever the person subjected to it considers it to be unwelcome. This depends on the circumstances. Any sexual interaction requires an awareness of positive consent by participating parties.

### **3.1. Positive consent**

In any interaction of a sexual nature, it is every individual's responsibility to obtain positive consent from all participants. It is every individual's responsibility to actively consider the mindset of the other person and check in to ensure that they are consenting to what is occurring.



It is important to note that this does not just apply to sexual intercourse or physical intimacy, but also to any situation with a sexual element. This includes flirting, sexual jokes, and suggestive bodily contact.

The intent of the perpetrator is not an explanation or excuse for failing to obtain positive consent.

#### 4. Drug use

MULS reserves the right to remove attendees under the influence of recreational drugs.

#### 5. Communicating your concerns

If you believe anyone attending MULS events is in breach of this policy, you are able to:

- At the event, communicate your concerns to one of the security guards at the venue and/or one of the attending MULS Directors; or
- After the event, communicate your concerns to the MULS Board via an email to [administration@muls.org](mailto:administration@muls.org).

#### 6. Addressing your concerns

A suitable response to a breach of this policy will be undertaken as proportionate to the severity of the breach:

- A conversation with the MULS Secretary and/or a suitable and volunteering MULS Director and the complainant, to understand the issue, work through any concerns and/or decide on the best course of action;
- Mediate a discussion between the complainant and the person who committed the violation (this will not apply in cases relating to sexual harassment)
  - Serious sanctions may apply where it is deemed necessary by the MULS Secretary and/or attending MULS Directors; and/or
- In cases of sexual harassment, the MULS Secretary and/or a suitable and volunteering MULS Director will be guided by the procedures outlined in Macquarie University Student Code of Conduct.

#### 7. Sanctions

This is not an exhaustive statement of all prohibited conduct.

At the discretion of the MULS Secretary and/or other attending MULS Directors, it may be deemed appropriate to impose the following sanctions on those who commit equity violations. The seriousness of the breach will be considered when deciding an appropriate sanction(s).

**(1) Warning** – A formal warning is given to any individual who has committed an equity violation. If this has occurred more than once, the sanctions (2) and (3) will be considered.



**(2) Exclusion from MULS events** – Any individual in breach of this Equity Policy may be asked to leave the MULS event immediately.

**(3) Blacklisted from MULS events** – Any individual may be blacklisted from any/all MULS events for any amount of time, at the discretion of the MULS Board.

**(4) Involve the police** – If the perpetrator has broken the law, the victim may decide to involve police. MULS will support the victim in these proceedings and no actions in this regard will be taken by MULS without the consent of the victim.

Any questions about this Equity Policy should be directed to [administration@mul.s.org](mailto:administration@mul.s.org).

## 8. History

<b>Date</b>	<b>Approved</b>
28 October 2016	2016 MULS Board: Patrick Barkachi (Acting President and Secretary), Sammuell Dobbie-Smitham (Treasurer), Emmanuel Kannellis (Director - Career Engagement), Brodie Purdon (Director - Social Justice), David Yao (Director - Publications), Lauren Stables (Director - Competitions) and Maria Toma (Director - Events)
3 April 2017	2017 MULS Board: Rhiannon Bell (President), Millicent Watt (Secretary and Acting Director - Events), Marlow Bakous (Treasurer), Lachlan Mack (Director - Career Engagement), Tahmyna Rad (Director - Social Justice), Sarah Li Yee Lien (Director - Publications) and Baheej Sheikh (Director - Competitions)