

THE AUSTRALASIAN SOCIETY FOR CLASSICAL STUDIES

CODE OF CONDUCT

The Australasian Society for Classical Studies strives to provide a scholarly environment for its members that is academically honest, open, accessible and free from unlawful discrimination and harassment. It accepts as a central principle that fairness and honesty in presenting one's academic research and courtesy in discussing the views of others are essential to the proper conduct of scholarship.

Australia has laws regarding discrimination at the Federal level such as the *Age Discrimination Act 2004* (Cth), *Disability Discrimination Act 1992* (Cth), *Racial Discrimination Act 1975* (Cth) and the *Sex Discrimination Act 1984* (Cth) and in each state and territory.

The Society supports conferences and meetings that welcome people regardless of gender, gender identity and expression, sexual orientation, transgender or intersex status, disability or impairment, age, race, colour, descent, nationality, national origin, ethnicity, ethno-religious origin, social origin, political views or activity, religious beliefs or activity, marital or relationship status, pregnancy or breastfeeding, family or carer responsibilities, and service in the voluntary defence forces.

Discrimination and harassment in all their forms are unacceptable. They form an abuse of authority and undermine the atmosphere of trust essential to academic inquiry. In some circumstances, they may be legally actionable. They are especially wrong when directed at those to whom the Society owes a duty of care, whether students, colleagues or employees.

Harassment can take many forms. It can manifest itself in unwanted or uninvited behaviour which a reasonable person would have anticipated would humiliate, offend or intimidate the person exposed to the conduct and which is based on one of the grounds of unlawful discrimination. It can take the form of inappropriate physical contact, including unwanted sexual contact; it may include verbal or written comments concerning one's person, race or beliefs that reinforce prejudice. It may include deliberate intimidation, unwelcome attention and stalking, or inappropriate photography or recording. In some cases a single action or incident can create unlawful harassment. In other cases there may need to be a persistent pattern of behaviour before unlawful harassment has occurred.

Members will be personally liable for their own actions if they engage in unlawful discrimination or unlawful harassment. The Society may be required to share liability for its actions, although generally not where the Society has made members aware of their own obligations.

Similarly, the Society expects its business and debates to be free from bullying behaviour.

Meetings of the Society and communications sent in its name or connected to the Society's activities should always be expressed courteously and professionally.

Bullying is repeated and unreasonable behaviour that creates a risk to health and safety. Unreasonable behaviour means behaviour that a reasonable person, having considered the circumstances, would see as unreasonable, including behaviour that is victimising, humiliating, intimidating or threatening. It is most obvious in aggressive conduct. However, members of the Society should also avoid speaking in a manner that is intended to humiliate, belittle or intimidate. Those in a management role or tasked with particular responsibilities will take care to carry out their duties in a professional and civil manner. Otherwise, their actions may constitute bullying.

Members of the Society should not condone unlawfully discriminatory, harassing or bullying behaviour in others when they know it exists, nor should they disregard complaints from students or colleagues.

The Society does not seek to limit the areas of enquiry of its membership, nor to curtail robust scholarly debate and disagreement. Rather, its aim is to promote critical and open inquiry in circumstances that are free from unlawful discrimination, harassment, prejudice and aggression.

Members should be aware that they are bound by the codes of conduct in place at the individual institutions to which they are affiliated. This code does not supersede these workplace codes but is intended to reinforce their message.

Anyone who believes they are being subjected to unlawful discrimination, harassment or bullying during a Society-organised event is encouraged to raise their concerns in accordance with the Code of Conduct Implementation Procedures.