



MONASH University
Law

Group Equity Presentation.

**Resources Available for all Monash Staff
21 May 2009**

SUPPORT SERVICES

Disability

LAW DISABILITY CONTACT OFFICER

There are Disability Contact Officers available within the Faculty to provide confidential advice/information to staff and students with a disability or chronic medical condition regarding the provision of reasonable adjustments to work practices under the Staff Disability Policy. The faculty is committed to creating an inclusive environment that ensures equal employment opportunities are available to all staff, including those who have a disability or long term medical condition.

- A confidential contact to discuss issues regarding reasonable accommodations in the workplace.
- Referral to the Disability Liaison Unit for disability specific information.
- Referral to other support services such as Discrimination and Harassment Advisers and Community Services.
- Requests under the Staff Disability Policy for reasonable adjustments eg. software, ergonomic equipment
- Approaching supervisors regarding staff issues related to disability/chronic medical conditions.

Web details: <http://www.law.monash.edu.au/intranet/hr/disability-contacts.html>

Staff disability web details: <http://www.adm.monash.edu.au/sss/equity-diversity/disability-liaison/policies/staff-disability-policy.html>

Disability Liaison Unit (DLU)

Monash University is committed to promoting access and equity for students who have a disability or long term medical condition. Services provided aim to enable students to fulfil the inherent requirements of their award courses as independently as possible.

Web details: <http://adm.monash.edu.au/sss/equity-diversity/disability-liaison/>

Information for Monash staff.

Web details information for staff: <http://adm.monash.edu.au/sss/equity-diversity/disability-liaison/teaching-staff/index.html>

Staff Counselling

Employee Assistance Program (Staff Counselling) and Supervisor Assist Service

A professional, confidential counselling service available free of charge to all Monash employees and their immediate family members. Monash offers a combined internal/external EAP

Web details: <http://www.adm.monash.edu.au/workplace-policy/staff-wellbeing/employee-assistance/>

Web details: <http://www.adm.monash.edu.au/community-services/counselling/clayton/>

Equal Opportunity	<p>Helping to create a working and learning environment free from all forms of discrimination, sexual harassment and vilification.</p> <ul style="list-style-type: none"> ▪ Discrimination and Sexual Harassment Grievance Procedures ▪ Discrimination and Harassment Grievance Advisers ▪ Discrimination, Sexual Harassment and Vilification: What you can do ▪ Information for staff interested in becoming Discrimination and Harassment Advisers <p>Web details : http://adm.monash.edu.au/sss/equity-diversity/equal-opportunity/</p>
Cultural Calendar	<p>This calendar has been developed to reflect and celebrate the diverse and multicultural nature of the Monash University community</p> <p>Web details: http://adm.monash.edu.au/sss/equity-diversity/calendar/</p>
Women's Leadership and Advancement Scheme	<p>The Women's Leadership and Advancement Scheme monitors the employment profile of female staff (academic and general) at Monash and supports the University's goal of being an employer of choice for women by providing advice on strategies that contribute to the recruitment, retention and advancement of women.</p> <ul style="list-style-type: none"> ▪ International Women's Day 2009 ▪ 2009 Monash University-Wide Mentoring Scheme for Women ▪ Vice-Chancellor's Taskforce on the Advancement of Women at Monash ▪ Equal Opportunity for Women in the Workplace ▪ When Research Works for Women ▪ Women's Leadership Shadowing Program ▪ Academic Promotion for Women ▪ Strategy Bank - Recruiting, Retaining and Promoting Female Academic Staff ▪ Search Plans for Women ▪ Universities Australia Register of Senior Women ▪ Useful Links ▪ Contact Us <p>Web details: http://adm.monash.edu.au/sss/equity-diversity/wlas/</p>
Indigenous Employment	<p>The Advancing Indigenous Employment Program aims to promote, provide and support Indigenous employment and career development opportunities for Indigenous Australians throughout Monash University.</p> <p>Web details: http://adm.monash.edu.au/sss/equity-diversity/indigenous-employment/</p>

DISCRIMINATION AND HARASSMENT

Discrimination and harassment

Monash University's (the "University") [Global Equal Opportunity Policy](#) is a statement of the University's commitment to providing an environment where students and staff are able to work effectively, without fear of discrimination and sexual harassment. The procedures listed in the link below can be used to resolve complaints of sexual harassment or of direct/indirect discrimination on the basis of one of the following attributes:

- race, colour, national or ethnic origin, nationality;
- sex or gender, lawful sexual activity, sexual orientation, gender identity, marital status, pregnancy or potential pregnancy, breastfeeding, status as a parent or a carer;
- religious or political belief or activity, industrial activity;
- age, physical features, disability (past, present or imputed), medical record;
- employment activity (meaning a request for information about or expression of concern about the provision of employment entitlements);
- personal association with a person who is identified by reference to any of the above listed attributes; or
- on any other ground which the University Council shall after due consideration determine to be a basis of discriminatory practice.

Discrimination and Sexual Harassment Grievance Procedures

Web details: <http://www.adm.monash.edu.au/sss/equity-diversity/equal-opportunity/discrim-procedures.html>

Bullying

Monash University is committed to providing employees, students, contractors and visitors with a healthy and safe environment for work and study that is free from behaviours, practices and processes that may constitute bullying or occupational violence.

Web details: <http://www.adm.monash.edu.au/ohse/assets/docs/procedures/bullying-violence.pdf>

FLEXIBLE WORK ARRANGEMENTS

Work Life

The Monash University Work Life Strategy is designed to assist staff to balance the competing demands of their Work Life obligations.

- [Home-Based Work](#)
- [Breastfeeding Policy](#)
- [Children on Campus Policy](#)
- [Job Share Policy](#)
- [Guidelines for Academic Promotion](#)
- [Maintaining Contact while on Parental Leave](#)
- [Work, Study, and Family Responsibilities Policy](#)

Web details for policies and services: <http://adm.monash.edu.au/sss/equity-diversity/work-life/policies/index.html>
<http://adm.monash.edu.au/sss/equity-diversity/work-life/strategy.html>

Work Life – Planning for flexibility at Work

Negotiable flexibilities:

- [Work Life Proposal](#)
- [Flexible Working Hours \(Hours of Work and Span of Hours\)](#)
- [Pre-retirement](#)
- [Home-Based Work](#)
- [Overtime And Time in Lieu](#)
- [Voluntary Reduced Working Year](#)
- [Maternity Leave Calculator](#)
- [Career Break leave](#)
- [Pregnancy](#)
- [Expectant Parent Kit](#)
- [Parental Leave Calendar and Agreement](#)
- [Workplace Policies and Procedures \(WPP\)](#)
- [Monash University Enterprise Bargaining](#)

Web details: <http://adm.monash.edu/sss/equity-diversity/work-life/flexibilities.html>

HEALTH AND WELL BEING

Health Wellbeing and Development is a branch of the Student and Community Services Division. providing support and advice to students and staff on emotional, psychological, health, financial, accommodation, religious/spiritual, educational, child care and physical problems.

Web details: <http://www.adm.monash.edu.au/community-services/index.html>

Some of the services provided by the Health and Well Being Development:

- [Chaplaincy](#)
- [Counselling Service](#)
- [Community Care-Line](#)
- [Family and Child Care Service](#)
- [Financial Aid & Loans](#)
- [Health Service](#)
- [International Student Support](#)
- [Off Campus Housing Advisory Service](#)
- [Religious Centre](#)

There are many programs provided by the Health and Well Being Development branch which can enhance academic and personal success.

- [CARE - Coping and Regulating Emotions](#)
- [Cultural Competency](#)
- [Get SMART](#)
- [Get Up and Go](#)
- [Getting Up From Down](#)
- [International Student Friendship Program](#)
- [Campus Connect Events](#)
- [International Student Programs](#)
- [Koonawarra Playgroup](#) (Clayton)
- [Meditation](#)
- [Mindfulness](#)
- [Mental Health First Aid](#)
- [No Worries](#)

	<ul style="list-style-type: none">▪ Safe Community Program▪ School Holiday Program▪ THRIVE at Work▪ Wellbeing Program and Calendar▪ Caulfield Campus Singers
A list of all Equity and Diversity Policy and Procedures can be viewed at	http://www.adm.monash.edu.au/sss/equity-diversity/policies.html