

Classroom Behaviour Policy

Purpose

The purpose of this policy is to outline the standard of behaviour expected of all stakeholders and individuals involved in classroom activities.

Scope

This policy applies to all students enrolled in courses at ANMF (Vic Branch) Education Centre and training and administrative staff.

Unacceptable Classroom Behaviour

All individuals involved in classroom activities are entitled to expect to be able to engage in the learning process without fear or exposure to unwanted behaviours. This is true for both students and staff of ANMF (Vic Branch) Education Centre.

Unacceptable behaviour includes both unacceptable general classroom behaviour and discrimination.

The term classroom behaviour includes all areas associated with the ANMF (Vic Branch) Education Centre and is not limited to the physical classroom area.

Unacceptable General Classroom Behaviour

Differing social and cultural standards may mean that behaviour that is acceptable to some may be perceived as unacceptable or unreasonable to others. In determining whether behaviour is unacceptable or unreasonable, it is considered what a “reasonable person” would judge to be unacceptable or unreasonable having regards to the circumstances. The information below provides further guidance on what is unacceptable classroom behaviour at ANMF (Vic Branch) Education Centre.

Behaviour which would be considered unacceptable at ANMF (Vic Branch) includes, but is not limited to, the following:

- aggressive or abusive behaviour such as threatening gestures or actual violence or assault
- verbal abuse (for example, yelling, screaming, abusive or offensive language)
- being under the influence of illicit drugs or impaired by alcohol
- unsafe practices or behaviour which may harm staff members, students or others
- bullying, harassment or intimidation
- stalking
- unwelcome physical contact including, but not limited to, that of a sexual, intimate or threatening nature
- unwelcome perceived intrusion into another’s personal space
- teasing, name calling or ridicule or making someone the brunt of pranks or practical jokes
- withholding approval for or denial of requests maliciously, discriminatorily, unfairly or without basis
- excluding or isolating individuals
- undermining performance, reputation or professionalism of others by deliberately withholding information, resources or authorisation or supplying incorrect information

- malicious or mischievous gossip or complaint
- abusive or harassing notes, emails, telephone calls, text messages, etc. during or after class
- belittling opinions or unreasonable and unconstructive criticism
- offensive gestures and behaviour
- stealing or misuse of ANMF (Vic Branch) Education Centre resources
- viewing inappropriate images or pornography in hard copy or electronically
- preventing other students from undertaking the learning experience by unnecessary distractions such as, disruptive talking, using mobile phones, refusal to participate or any other unreasonable activity regarded by another student as disruptive.

Discrimination

Discrimination means treating a person with an identified attribute or personal characteristics less favourably than a person who does not have the attribute or personal characteristic.

There are two types of discrimination: direct and indirect.

Direct Discrimination is treating a person less favourably because of an attribute or personal characteristic regardless of the discriminator's motive and whether they are aware of the discrimination or consider the treatment less favourable.

Indirect Discrimination occurs when an unreasonable rule, requirement or practice exists which appears neutral, but which has a discriminatory effect against a group of people of a particular race, gender identity or other equal opportunity legislative descriptor who cannot comply.

Grounds of Discrimination

State and federal legislation outline a list of characteristics protected by law against which discrimination is unlawful. In accordance with this legislation, discrimination at ANMF (Vic Branch) Education Centre is prohibited on the following grounds:

- gender
- gender identity and pronouns
- transgender, gender history and transsexual status
- marital status
- pregnancy and potential pregnancy
- race (including colour, nationality, national extraction, descent or origin)
- immigration
- religious belief or activity
- political belief or activity
- disability and impairment (both physical and intellectual)
- trade union membership and industrial activity
- sexual orientation
- lawful sexual activity
- carer status and family responsibilities
- physical features
- irrelevant medical record
- irrelevant criminal record
- HIV/AIDS
- breastfeeding
- age

- association with a person who is identified by reference to any of these attributes.

Discrimination on any of the above grounds is considered unacceptable at ANMF (Vic Branch) Education Centre.

Consequences of Unacceptable Behaviour

Staff found guilty of unacceptable behaviour or discrimination will require disciplinary action as per ANMF (Vic Branch) Education Centre policies.

Students found guilty of unacceptable behaviour or discrimination could face one or more of the following consequences:

- Formal apology
- Counselling
- Mediation
- Cancellation/withdrawal of enrolment
- Other, mutually agreed upon, arrangements.

Approved by

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