



Workplace Relations policy

Section 1 - Preamble

(1) This Policy is effective from 18 December 2018.

Section 2 - Purpose

(2) This Policy supports the effective resolution of workplace relations matters in accordance with the [Deakin University Enterprise Agreement 2017](#)(EA) and relevant policies and procedures.

Section 3 - Scope

(3) This Policy applies to all staff of the University unless otherwise excluded in the [EA](#).

Section 4 - Policy

(4) The University is committed to promoting a workplace culture that encourages the prompt and effective resolution of any complaint, dispute or grievance arising out of employment at the University and will focus on resolving such matters at the local level wherever possible.

(5) The University has prescribed a range of complaint processes in the [Discrimination, Sexual Harassment, Victimization and Vilification \(Staff\) Complaints procedure](#), [Workplace Bullying procedure](#) and the [EA](#). Where possible, staff are encouraged to exhaust internal processes to resolve their concerns prior to referring a matter to an external organisation.

(6) The University acknowledges that sound management of workplace change requires the involvement of the people directly affected by the change and is committed to a process of regular communication and consultation throughout the period of change.

(7) The University acknowledges the right of staff to take lawful industrial action in accordance with the [Workplace Relations procedure](#), the [EA](#) and the [Fair Work Act 2009 \(Cth\)](#).

(8) The University acknowledges the entitlement of staff to lodge complaints about administrative actions and decisions of the University with the [Victorian Ombudsman](#). A staff member may choose to refer a matter to the Ombudsman at any stage, but this normally occurs after the exhaustion of all internal complaints processes.

Section 5 - Procedure

(9) The [Workplace Relations procedure](#) documents how to comply with this Policy.

Section 6 - Definitions

(10) There are no definitions arising under this Policy.

Status and Details

Status	Current
Effective Date	18th December 2018
Review Date	18th December 2021
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Approval Date	18th December 2018
Expiry Date	To Be Advised
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