Respectful Behaviour at
The University of Western Australia

Sato Juniper
Graduate Research School
Issues about respectful behaviour are much larger than supervisor/candidate interactions

Three broad groups, influenced differently

Influence of (perceived) norms modelled by senior staff

Influence of (perceived) consequence framework/timing

Habit

Confusion/tension between managing wellbeing and managing behaviour

Organisational change and other pressures

Cultural change
UWA Response

• Recognition that current policies are not working optimally
• Agreement that wholesale change is required
• Code Black training for senior staff
• Distinction between management of wellbeing & management of behaviour
• Agreement to re-set and enforce expectations (starting with how we deal with rudeness)
• Leadership from top
New Policies in Pipeline

Respectful Behaviour Policy
• Simpler than existing Code of Conduct
• easier to understand (harder to misunderstand)
• contemporary
• respectful behaviour/concerning behaviour
• clear procedures to deal with breaches

Fitness to Study Policy
Specific GRS Activity

- Supervisor Register
- GRS/faculty relationships redefined
- Student/supervisor development
- Mediation/negotiation training
- Mediation, coaching and counsel for students and supervisors – “How to Win Friends and Influence People”