

Respectful Behaviour at The University of Western Australia

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Background

- 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”