



ECU Student Guild

Workplace Aggression Policy

POLICY TYPE	Operational
POLICY TITLE	Workplace Aggression Policy
POLICY OWNER	Operations Manager
POLICY CATEGORY	OHS

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1 INTENT

- 1.1. The ECU Student Guild Workplace Aggression Policy was developed with the intent of providing a safe and healthy workplace where employees, senate, students and visitors are not subjected to aggression or violence.
- 1.2. The Guild is committed to supporting employees who are exposed to, or have witnessed aggression.

2 ORGANISATIONAL SCOPE

- 2.1. This policy applies to all Edith Cowan University Student Guild Operational Staff and Senate.
- 2.2. This policy also applies to all contractors, volunteers and visitors of Edith Cowan University Student Guild.

3 DEFINITIONS

- 3.1. The singular includes the plural and vice-versa.
- 3.2. Words importing a gender include any other gender.
- 3.3. A reference to:
 - 3.3.1. A person includes a corporation and government or statutory body or authority;
 - 3.3.2. A person includes the legal personal representatives, successors, and permitted assigns of that person; and
 - 3.3.3. A statute, ordinance, code or other law includes regulations and other statutory instruments under it and consolidations, amendments, re-enactments or replacements of any of them by any legislative authority.
- 3.4. The word “including” and similar expressions are not words of limitation.
- 3.5. The word “under” includes by and by virtue of; as well as, pursuant to and in accordance with.

4 POLICY

- A culture of mutual respect is expected at ECU Student Guild.
- Aggression and violence is not acceptable and will not be tolerated at this organisation.
- Appropriate action will be taken, if aggression or violence occurs.
- Any aggressive or violent act will be reported, and this may result in reports being made to the University, Security and the Police.
- All incidents of aggression and violence will be investigated to identify all underlying causes, and to determine how to prevent the incident from happening again.

5 RESPONSIBILITIES

- 5.1. It is the responsibility of all staff and senate to ensure that ECU Student Guild is an aggression and violence free work place.

5.2. The ECU Security team will respond to calls for assistance with violent or aggressive individuals or groups and will coordinate any emergency procedures required.

5.3. The Operations Manager is responsible for investigations and procedures in regards to workplace management.

6 RISK MANAGEMENT

6.1. This policy is supported by the hazard identification, risk assessment and risk control of aggression in the workplace.

7 REFERENCES

7.1. This policy has been developed in line with the Occupational Health and Safety Act 1984 and Worksafe and Occupational Safety and Health Regulations 1996.

8 RELATED DOCUMENTS

8.1. Aggression in the Workplace Procedure

9 ENDORSEMENT

9.1. This policy is endorsed by the Operations Manager and President of the ECU Student Guild.

10 CONTACT INFORMATION

For queries relating to this document please contact:

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11 APPROVAL HISTORY

Policy Approved by	Senate
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Revised by	
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