

# ETHICS STATEMENT POLICY

## SCOPE

This policy applies to all employees.

## POLICY STATEMENT

Monash is a leading global university, with campuses in Australia and overseas. The members of the Monash community come from diverse backgrounds, religions, cultures and countries.

Values of honesty, fairness and mutual respect underpin everything we do. Core to our education and research endeavour is a focus on creating respectful relationships within the greater community. This means it is essential we are able to act with integrity in facing with ethical issues.

At all times we embrace true diversity and equal opportunity while respecting the human rights and legally protected attributes of all individuals. Our mandate is to continually challenge ourselves when resolving ethical questions in evaluating what is right (ethical) and wrong (unethical).

This Ethics Statement details the ethical values and principles that are expected of all staff and students as members of the Monash community. It is comprised of general principles, which guide individuals in their decision-making. It should inspire us, and challenge us to identify, consider, discuss and resolve ethical questions.

## 1. Ethics Statement

All employees and students at Monash are expected to adopt the following ethical approaches in their actions, communications and work/study activity as a Monash staff member or student:

### Monash as a Place for People to Work and Study

- Treat each other with honesty, fairness, mutual respect and be responsible in the exercise of power.
- Harness each person's diversity promoting equality and inclusivity. Be open to different perspectives and attitudes. We respect the inherent dignity, beliefs and human rights of all individuals.
- Be responsible and accountable for our decisions and actions as individuals and as an organisation.

### Monash as a Learning, Teaching and Research Institution

- Act with integrity, transparency and professionalism at all times, as these are fundamental to the University's endeavours in learning, teaching and research.
- Submitting outputs only when founded on honest effort and personal achievement.
- Value freedom of thought and of expression.
- Acknowledge our responsibility to treat both humans and animals humanely and ethically.
- Promote the empowerment of individuals through learning, and the empowerment of society through research.

### Monash in Society

- In advancing knowledge, strive to achieve social justice for all and to redress past wrongs.
- Act responsibility to promote, and to contribute to the achievement of, environmental sustainability.
- Acknowledge our responsibility to contribute to the communities in which we operate.

## 2. Application

These core values and principles help us to challenge any preconceptions and to ensure we lead by example when resolving ethical questions.

By committing to our values we are able to drive deep and enduring relationships with students, staff, partners in industry and the wider community.

This Ethics Statement is designed to support our community when faced with ethical issues. It does not replace specific University policies and procedures, or applicable rights and obligations.

The University acknowledges that many staff and students have concurrent allegiances to their profession, discipline, community, employers, and religious and cultural traditions.

## 3. Guidance

Ethical decision making - things to think about

When dealing with an ethical issue, staff and students should think about the following:

Making the decision

- Does any specific legislation or University policy/procedure apply?
- What values are relevant from the Ethics Statement?
- Whose interests are potentially affected? (Mine, other people, the University's) etc...
- What are my options and the consequences to stakeholders?
- What are my duties and obligations?
- Which option treats people equally or fairly?
- Should I discuss the issue with my supervisor or another senior staff member.

## 4. Final Check

Once an approach is identified, to check it is appropriate, staff and students should ask themselves:

- Is my decision consistent with the Ethics Statement?
- How would I feel if someone did this to me?
- Will this decision bring about a good result?
- Would I be happy for this decision to be on the public record, or on the cover of a newspaper?
- What would the University be like if everyone made decisions like this?
- Would I be happy if my family knew what I am about to do?
- How will taking this action affect my character, or the character of Monash University?

## 5. Further information

Students

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Staff

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## DEFINITIONS

Ethical issue	A problem or situation that requires a person or the University to choose between alternatives that must be evaluated as right (ethical) or wrong (unethical).
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## GOVERNANCE

Supporting procedures	<ul style="list-style-type: none"><li>• <a href="#">Behaviours in the Workplace</a></li></ul>
Supporting schedules	
Associated policies	<ul style="list-style-type: none"><li>• All <a href="#">University policies</a></li></ul>
Policy owner	Director, Workplace Relations
Legislation mandating compliance	Charter of Human Rights and Responsibilities Act 2006
Category	Human Resources
Approval	Chief Operating Officer & Senior Vice-President
Endorsement	Chief Human Resources Officer
Date effective	29 January 2018
Review date	29 January 2021
Version	2
Content enquiries	<a href="#">ask.monash</a> or phone Monash HR on (03) 990 20400