ETHICS STATEMENT POLICY

SCOPE

This policy applies to staff, the associated workforce and students of the University.

For the purpose of this policy, references to 'the University' includes Monash University Australia, Monash University Malaysia, Monash University Indonesia, Monash College, Monash Suzhou and the Monash University Prato Centre, unless indicated otherwise.

POLICY STATEMENT

Monash is a leading global university, with campuses in Australia and internationally. 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 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 staff, associated workforce and students at Monash are expected to adopt the following ethical approaches in their actions, communications and work activity as a Monash staff member or student:

Monash as a Learning, Teaching and Research Institution

- Uphold freedom of speech and academic freedom as defining values of the University
- Act with integrity, transparency and professionalism at all times
- Submit outputs only when founded on honest effort and personal achievement.
- 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 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 in Society

- In advancing knowledge, strive to achieve social justice for all and to redress past wrongs.
- Act responsibly 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 have concurrent allegiances to their profession, discipline, community, employers, and religious and cultural traditions.

3.   Guidance

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

- 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.   Breaches

The University treats any breach of its policies, procedures and schedules seriously; it encourages reporting of concerns about non-compliance, and manages compliance in accordance with the applicable Enterprise Agreement, relevant instrument of appointment and/or applicable contract terms. A failure to comply with this policies may result in action by the University. Such action may include disciplinary and other action up to and including potential termination of employment for employees, or the cessation of engagements with the University for other persons.

DEFINITIONS

Associated workforce	means any person appointed by the University to participate in University activities in an unpaid capacity and are not employees of the University. The associate workforce includes (but is not limited to), Honorary appointments such as Adjunct and Emeritus Professors, Conjoint Appointments, Contractors, University Visitors, and Affiliates.
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).
Staff	means paid, academic, professional and trades and services staff employed by the University: (a) under a relevant Enterprise Agreement; or (b) a contract or employment.

GOVERNANCE

Supporting procedures	• [Behaviours in the Workplace](#)
Supporting schedules	n/a
Associated policies	• [Equal Opportunity](#) • [Integrity & Respect](#) • [Freedom of Speech and Academic Freedom Policy](#) • [Whistleblower policy](#)
Policy owner	Chief Human Resources Officer
Legislation mandating compliance	Charter of Human Rights and Responsibilities Act 2006 Human Rights Commission of Malaysia Act 1999
Category	Operational
Approval	Chief Operating Officer & Senior Vice-President
Endorsement	Chief Human Resources Officer
Date effective	29 January 2018
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