

OFFENCE ≠ HARM

When students and staff encounter ideas, speech and expression they find confronting, distressing or offensive.

OFFENCE CAN ARISE FROM:

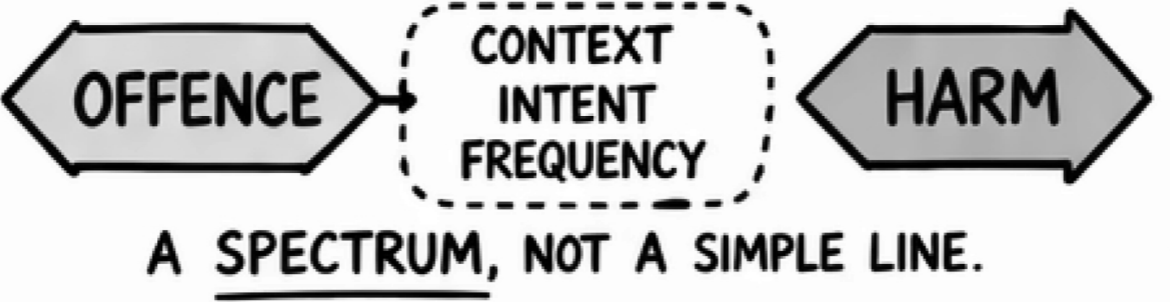
- Political speech and protest
- Academic research and teaching content
- Public debate about international events
- Identity and belief-based disagreements

OFFENCE IS OFTEN PART OF LEARNING, DEBATE AND EXPOSURE TO NEW IDEAS.

THE STORY OF HARM vs OFFENCE



NOT ALL OFFENCE IS HARM - BUT HARM CAN BEGIN WITH REPEATED OR TARGETED OFFENCE.



HARM = IMPACT ON PARTICIPATION

This is connected to the ability of individuals and groups to participate fully and safely in university life.

HARM MAY BE UNDERSTOOD AS CONDUCT OR ENVIRONMENTS THAT:

- Undermine equal participation in education or employment
- Create persistent fear, exclusion or marginalisation
- Limit access to spaces, opportunities or resources
- Diminish safety, belonging or dignity over time

HARM IS ABOUT SUSTAINED IMPACT - NOT JUST DISCOMFORT.

WHAT MATTERS

- PROTECT ACADEMIC FREEDOM**
Ideas can be challenged. Inquiry must be free.
- SUPPORT RESPECTFUL DEBATE**
Robust ideas. Open minds. Courageous conversations.
- PREVENT EXCLUSION AND MARGINALISATION**
Challenge prejudice. Address power and bias.
- ENABLE SAFE PARTICIPATION FOR ALL**
Everyone belongs. Everyone has a voice.

A UNIVERSITY MUST ALLOW CHALLENGE - BUT NOT AT THE COST OF BELONGING.