

# STAFF CODE OF CONDUCT

## SCOPE

The Staff Code of Conduct (Code of Conduct) applies to the following, collectively referred to as 'staff' for the purpose of this policy:

- Monash staff;
- associates; and
- visitors.

This Code of Conduct also applies to members of Monash University Council and its committees as if they were "staff". Unless the context otherwise requires, any reference to "staff" throughout this Code shall be read as if it included a reference to members of Monash University Council and Council committees.

For the purpose of this Code of Conduct:

- references to 'Monash' include Monash University Australia, Monash University Malaysia, Monash University Indonesia, Monash Suzhou, Monash College, Monash University Prato Centre, the World Mosquito Program (WMP) Ltd (and its subsidiaries), and Monash Investment Holdings Pty Ltd, unless indicated otherwise; and
- 'associates' are defined as contractors, conjoint appointments, affiliates, or adjunct appointees.

The Code of Conduct applies:

- in jurisdictions outside Australia to the extent permitted by both the law and related government policy of those jurisdictions. In relation to Monash campuses and other operations outside Australia, a reference below to 'law' is a reference to the law governing those campuses and operations;
- to Monash staff in connection with their employment or engagement or Monash activities, including onsite activities, Monash-related offsite activities, conferences, travel, while using Monash resources, and in any circumstances when representing Monash; and
- to students who are also employed by Monash only when acting in their capacity as a member of staff.

## POLICY STATEMENT

This Code of Conduct sets out the conduct and decision-making expectations for all Monash staff.

The Code of Conduct does not seek to address all possible issues and scenarios that may be faced in the work environment, but rather sets the standards for ethical conduct, integrity, accountability, and respect, as well as interactions with colleagues, students and the broader community.

This Code of Conduct is supported by a range of other Monash policies that address specific areas of professional and ethical conduct that must be adhered to, including, but not limited to: [Freedom of Speech and Academic Freedom Policy](#), [Equity, Diversity and Anti-discrimination Policy](#), [Sexual Harm Prevention and Response Policy](#), [Health, Safety and Wellbeing Policy](#), [Responsible Conduct of Research Policy](#), [Graduate Research Student Supervision Policy](#), [Fraud and Corruption Control Policy](#), [Cyber Security Management Policy](#), [Financial Management Policy](#), [Media and Social Media Policy](#), and [Whistleblower Policy](#).

Where the conduct expectations and standards in this Code of Conduct and supporting policies, procedures or schedules are not met, appropriate action may be taken, including potential disciplinary or other action up to and including termination of employment and/or terms of engagement.

### 1. General principles

- 1.1. This Code of Conduct supports Monash's foundational commitment to education and research that promotes innovation, responds to pressing societal challenges, and enriches the lives of its students, staff, and the broader community locally and globally.

- 1.2. The Code of Conduct is underpinned by goals set out in Monash's [Impact 2030](#) Strategic Plan and key values that inform its operations and expectations of staff, including honesty, integrity, transparency, accountability, inclusion and respect.
- 1.3. The Code of Conduct guides staff in upholding Monash values in their work, decision-making, and interactions with colleagues, students and members of the broader community, and sets expectations of professional and ethical conduct.
- 1.4. Monash actively supports the advancement of Aboriginal and Torres Strait Islander Peoples and Indigenous Peoples of other places where Monash has a campus or major presence, emphasising their contributions and promoting their leadership, expertise, and knowledges as a key part of Monash's way of working.
- 1.5. As members of the Monash community, all staff share a commitment to upholding the principles of equity, diversity and inclusivity.
- 1.6. Monash upholds the principles of equal opportunity and is committed to a culture free from unlawful discrimination, harassment or harm, and is committed to respecting the human rights and legally protected attributes of all individuals.
- 1.7. Monash protects [freedom of speech and academic freedom](#) as defining organisational values, as outlined in the [Freedom of Speech and Academic Freedom Policy](#).

## 2. Professional and respectful conduct expectations

- 2.1. Staff are expected to engage in clear, honest, and respectful communication with colleagues, students and external parties.
- 2.2. Staff must uphold the highest standards of integrity and ethics in all professional activities, ensuring fairness, honesty, transparency (so far as practicable) and accountability in their interactions and decision-making.
- 2.3. Staff must comply with relevant laws and Monash policies, procedures, and schedules.
- 2.4. Staff are encouraged to address disagreements, conflict and disputes collaboratively and with respect, empathy and professionalism.
- 2.5. Staff should strive to foster a collegial atmosphere where collaboration, mutual support, and respect for individual contributions and diverse perspectives are valued, and power is exercised responsibly.
- 2.6. Staff are required to uphold privacy standards by safeguarding sensitive information and only collecting, accessing, and using [personal data](#) where necessary to fulfil the functions and activities of Monash, and where there is a lawful basis to do so.
- 2.7. Staff must use Monash assets and resources responsibly and for their intended purpose.

## 3. Fostering safe and inclusive working and learning environments

- 3.1. To achieve Monash's commitment of embedding inclusive practices in the working and learning environment in accordance with the [Equity, Diversity, and Anti-discrimination Policy](#), staff should support fair and equitable participation for all.
- 3.2. All staff are responsible for fostering a learning and working environment that is safe, respectful, and free from all forms of sexual harm, as outlined in the [Sexual Harm Prevention and Response Policy](#).
- 3.3. Staff must maintain professional boundaries with colleagues, students, and other stakeholders at all times, recognising any inherent power imbalances that exist in the working and learning environment, and in accordance with the [Staff/Student Personal Relationship Procedure](#).
- 3.4. Monash is committed to providing a healthy, safe and supportive environment to work, study and visit. Monash takes an integrated and systematic approach to identify, assess, and control risks to help build a thriving Monash community. All staff have a responsibility for the following, which extends to both physical and psychosocial hazards in the workplace:
  - taking reasonable care of their own health and safety;
  - taking reasonable care for the health and safety of other persons who may be affected by their actions or omissions;
  - following all instructions with regard to health, safety, and wellbeing (HSW), including complying with Monash HSW requirements, and reporting hazards and incidents in a timely manner; and
  - speaking up on HSW concerns and unacceptable conduct via the [raise a concern](#) webpage.
- 3.5. Staff are responsible for ensuring a safe environment for children and young persons.
- 3.6. Staff must ensure they are not, as a result of alcohol or other drugs, affected in a way that could put themselves or others at risk.
- 3.7. Staff in academic and/or professional leadership positions have a duty of care to their team members and are responsible for fostering a positive workplace culture where they are expected to model the principles outlined in the Code of Conduct during their work activities. Staff in academic and/or professional leadership positions also have an obligation to promote understanding and compliance with the Code of Conduct and must promptly respond to staff concerns raised under it, and in accordance with its supporting procedures and schedules.

## Unacceptable conduct

- 3.8. Staff must not engage in unacceptable conduct including but not limited to [bullying](#), [unlawful discrimination](#), [harassment](#), [sexual harm](#), [victimisation](#), or [vilification](#). Staff who engage in such conduct may be subject to appropriate action, including disciplinary action or cessation of engagement, and their conduct may also be in breach of applicable laws. For further guidance on what constitutes unacceptable conduct, refer to the *Respectful and Ethical Conduct webpage (forthcoming)*. Further guidance on reporting unacceptable conduct and the processes for responding to such reports are referred to below in section 5.
- 3.8.1. Reasonable management action by supervisors to direct and oversee the work and conduct of individuals and teams, including performance management activities, does not constitute bullying or unacceptable conduct when undertaken in a lawful manner.
- 3.9. All staff must play a role in eliminating unacceptable conduct in the workplace. Each person is responsible for their own conduct. Staff who witness unacceptable conduct on the part of another are encouraged to speak up and intervene when it is safe to do so. Speaking up can take various forms, such as directly addressing the person/s responsible for the unacceptable conduct or consulting with a supervisor or HR representative to ensure the safety and wellbeing of the affected staff member. Refer to section 5 for further information.

## 4. Integrity and reputation

- 4.1. Staff conduct is expected to be ethical, transparent (so far as practicable), and lawful and uphold the values and reputation of Monash.

### Conflicts of interest

- 4.2. All staff must be transparent, honest, proactive, accountable, and cooperative in identifying and managing any potential, perceived, or actual conflicts of interest.
- 4.2.1. Academic and professional staff at Monash University Australia must submit an annual declaration of interest and must develop conflict of interest management plans, when required, and in accordance with the [Declaration of Interests Procedure](#).
- 4.2.2. Academic and professional staff at all other locations must ensure that any conflict of interest is declared at an early stage, in accordance with the [Conflict of Interest Procedure](#), [Monash College Conflict of Interest Procedure](#), and [WMP Conflict of Interest Policy](#).
- 4.3. All staff must declare an actual or anticipated personal relationship with a current student where the relationship could affect or influence, or could reasonably be seen to affect or influence, the decisions made and actions taken in the course of their work. Refer to the [Staff/Student Personal Relationships Procedure](#) for further information.
- 4.4. Staff involved in accepting or declining gifts, benefits, or hospitality must ensure these actions are ethical and proportionate and undertaken in accordance with the [Gifts Policy](#).
- 4.5. Staff members may seek approval to undertake paid outside work as per the [Paid Outside Work Procedure](#) and *Paid Outside Work Schedule - Monash University Indonesia and Monash University Malaysia (forthcoming)*. When undertaking any private paid outside work, staff are expected to prioritise all Monash work activities, in accordance with the terms and conditions of their employment, and must not represent their outside work to be connected to their employment at Monash.
- 4.6. All paid outside work and (paid or unpaid) external engagements that use the same skills and expertise as a staff member's role at Monash must be declared in accordance with the [Declaration of Interests Procedure](#), [Conflict of Interest Procedure](#), [Monash College Conflict of Interest Procedure](#), and [WMP Conflict of Interest Policy](#). This includes, but is not limited to, all paid and unpaid appointments in education and research positions.

### Covert recordings

- 4.7. Staff must not make covert recordings of conversations in the workplace. Where a recording is made without prior consent of the parties involved and with the intention of using the recording for inappropriate and/or malicious purposes, a staff member may be considered to have breached their employment obligations and could face disciplinary action up to and including termination of employment.

### Public statements

- 4.8. Staff must not make any public comment on behalf of Monash or represent themselves as being a spokesperson for Monash, unless expressly authorised to do so in accordance with the [Media and Social Media Procedure](#).

## 5. Reporting and seeking support

### Reporting unacceptable conduct

- 5.1. Monash strongly encourages staff members to seek advice and support via the [raise a concern](#) webpage if they feel they have experienced or witnessed unacceptable or concerning conduct.
- 5.2. Reports may be made by a single staff member, more than one staff member, or a staff member who has witnessed an incident.
- 5.3. Reports relating to immediate threats of harm to self or another individual, acts of violence, assault or threat to assault, should be reported in accordance with the [Safety and Security Incident Reporting Procedure](#).
- 5.4. Monash has [expert help](#) available, which is underpinned by policies, procedures and schedules in place for the effective resolution of complaints, including how to make a formal report of unacceptable conduct. Refer to the [Unacceptable Conduct Response Procedure](#), [Unacceptable Conduct Response Schedule - Monash University Indonesia](#), [Sexual Harm Response Procedure](#), [Sexual Harm Response Schedule - Monash University Indonesia](#), [Monash College Sexual Harm Response Procedure](#), or WMP Employee Handbook.
- 5.5. Monash is committed to treating all reports of unacceptable conduct sensitively, respectfully and confidentially.

### Reporting wrongdoing or misconduct

- 5.6. Staff are encouraged to report suspected wrongdoing or misconduct which occurs in connection with Monash or the workplace. Wrongdoing or misconduct includes, but is not limited to:
  - criminal conduct, including fraud, corruption or theft;
  - maladministration; and/or
  - research misconduct.
- 5.7. To report instances of suspected wrongdoing or misconduct, staff should refer to the following policies and procedures for guidance:
  - [Fraud and Corruption Control Procedure](#)
  - [Responsible Conduct of Research: Procedure for Investigating Code Breaches](#)
  - [Data Protection and Privacy](#)
  - [Cyber Security Management Policy](#)
  - [Whistleblower Procedure](#)
- 5.8. A person who makes a confidential report of corrupt conduct, misconduct, or an improper state of affairs or circumstances in relation to Monash or a related body corporate, may be considered to have made a whistleblower disclosure and be protected in accordance with the relevant legislation. Monash supports whistleblowers who have made disclosures under law. Refer to the [Whistleblower website](#) for further information.

### Victimisation

- 5.9. Staff who have made a report or assisted another person to make a report must not be victimised. For example, they must not be subjected to, or threatened to be subjected to, any detriment because they made or assisted with making a report.
- 5.10. Staff who engage in victimisation may be subject to disciplinary action and may also be in breach of applicable laws.

## 6. Breach of Policy

- 6.1. Monash strives to provide accessible and effective avenues for resolving complaints of unacceptable conduct and/or wrongdoing or misconduct via informal resolution or formal investigation, where required. These processes aim to promote early intervention and to be fair, consistent, transparent and timely. Such complaints will be managed in accordance with the relevant policy and/or relevant instrument of employment or engagement.
- 6.2. Where a person who is both a student and a staff member is involved in a breach of this Code of Conduct, Monash will determine the applicable procedures to be followed depending on the capacity in which the breach occurred (as set out above).
- 6.3. Monash staff are responsible for both completing mandatory training and complying with the expectations and requirements set out in this Code of Conduct.
- 6.4. Monash treats any breach of this Code of Conduct or other Monash policies, procedures or schedules seriously. Monash encourages reporting of concerns about non-compliance, and manages compliance in accordance with the relevant policy and/or the relevant instrument of employment or engagement.
- 6.5. A failure to comply with Monash policies may result in action by Monash. Depending on the severity of the non-compliance, such action may include, but is not limited to, disciplinary and other action including termination of employment for staff, or for associates

and other persons, the termination of engagement with Monash. In some cases, conduct that is a breach of the Code of Conduct or Monash policies may also be a breach of applicable laws and carry potential civil penalties or criminal sanctions.

## DEFINITIONS

<b>Associate</b>	For the purposes of this policy, 'associates' are defined as contractors, conjoint appointments, affiliates, or adjunct appointees.
<b>Bullying</b>	Bullying is repeated unreasonable behaviour directed towards another person in the workplace that creates a risk to health and safety. Bullying behaviour can be verbal, physical, social or psychosocial abuse.
<b>Child</b>	A person who is under 18 years of age.
<b>Conduct</b>	Conduct includes a person's actions, behaviours and demeanour, and the manner in which they engage with or act towards others.
<b>Conflict of interest</b>	<p>Is where a staff member's personal, professional and/or employment interests could compete with Monash's interests. Such competing interests could make it difficult for an individual to fulfil (or be seen to fulfil) their duties impartially and could improperly influence their ability to perform their duties and responsibilities. Conflicts can arise between a staff member's different interests in a situation including:</p> <ul style="list-style-type: none"> <li>• their personal interest and their role or duty in a situation; and/or</li> <li>• one role/duty and another role/duty in a situation.</li> </ul> <p>Conflicts of interest can involve financial or non-financial interests of the staff member and the interests of a business partner or associate, family member, friend or person who is in or has had a personal relationship with the staff member.</p> <p>Conflicts of interest may be potential, perceived or actual.</p>
<b>Disciplinary action</b>	Action taken in accordance with the <a href="#">Disciplinary Matters Procedure</a> , <a href="#">Enterprise Agreement</a> and/or applicable instruments of appointment and/or contract terms (for staff) or the <a href="#">Monash University (Council) Regulations</a> (for students) or the terms of any contract as applicable.
<b>Duty of care</b>	Duty of care is the obligation of staff in leadership positions to take reasonable steps to ensure the health, safety and wellbeing of their team members.
<b>Harassment</b>	<p>Harassment occurs when unwelcome behaviour causes the person affected to feel intimidated, offended or humiliated and a reasonable person would expect it would have this effect. It can occur in a single incident or a series of incidents. Harassment can be experienced by witnessing behaviour not directed to that person.</p> <p>Harassment can include behaviour such as (but not limited to):</p> <ul style="list-style-type: none"> <li>• making offensive comments or insults masquerading as jokes about particular racial or religious groups;</li> <li>• sending explicit or sexually suggestive emails or messages;</li> <li>• displaying racially offensive or pornographic images or sending explicit images or footage;</li> <li>• making derogatory comments or taunts about a person's disability;</li> <li>• asking intrusive questions about someone's personal life, including someone's sex life; and</li> <li>• repeated inappropriate comments at a colleague's expense.</li> </ul>
<b>Impair</b>	A derogation from an individual's ability to perform duties of their position or associated activities at the required level. Impairment can be caused by a number of factors such as alcohol or drugs, fatigue, or medical conditions.
<b>Improper state of affairs or circumstances</b>	Involves conduct that may not be unlawful, but may indicate a systemic issue of concern that a relevant regulator should know about to properly perform its functions. It may also relate to unethical business behaviour and practices that may cause harm.
<b>Monash community</b>	Staff members, associates, members of the University Council and its committees, and students.

Monash resources	Both assets and physical resources such as (but not limited to) finances, funding/grants, facilities, equipment, vehicles and information systems equipment.
Personal relationship	<p>A relationship between a staff member and a prospective or current student of Monash, which can be either close or intimate (as defined in this procedure). This relationship may give rise to an actual or potential conflict of interest.</p> <p>For the purposes of this policy, references to 'personal relationships' encompass two distinct types of relationship:</p> <ul style="list-style-type: none"> <li>• 'Close personal relationships' include, but are not limited to, close friendships that extend beyond the professional or collegial, familial or family-like relationships, and relationships of financial dependence.</li> <li>• 'Intimate personal relationship' refers to a consensual romantic or sexual relationship.</li> </ul>
Racism	<p>Racism includes racial discrimination, harassment and/or vilification on the basis of race and includes imposing any exclusion, restriction or preference on another person or group because of the other person or group's race. It can be open or hidden, intentional or unintentional, conscious or unconscious.</p> <p>Racism may occur when social structures and practices limit, exclude, oppress or discriminate against individuals and/or groups based on their race. Race can mean ethnicity, nationality, skin colour, ancestry or cultural background and practices.</p>
Reasonable Management Action	<p>Reasonable management action is lawful and not bullying, albeit such action may cause another person some discomfort. The Australian Fair Work Commission has provided guidance that:</p> <ul style="list-style-type: none"> <li>• reasonable does not mean perfectly executed;</li> <li>• the overall conduct may be reasonable despite particular steps being unreasonable;</li> <li>• the action must be lawful, and not "irrational, absurd or ridiculous", to be reasonable;</li> <li>• the reasonableness of management action must be viewed from an objective view, not from the recipient's perception of it; and</li> <li>• adherence or departure from policies and procedures may be considered in determining reasonableness.</li> </ul> <p>Reasonable management action may include reasonable use of performance management processes, lawfully based and fairly applied disciplinary action, allocation of work in compliance with systems, implementation of organisational change or downsizing, action taken to transfer or redeploy a staff member or a decision not to promote or reclassify the staff member.</p>
Sexual harassment	<p>A person sexually harasses another person (the person harassed) if:</p> <ol style="list-style-type: none"> <li>a) the person makes an unwelcome sexual advance, or an unwelcome request for sexual favours, to the person harassed; or</li> <li>b) engages in other unwelcome conduct of a sexual nature in relation to the person harassed in circumstances in which a reasonable person, having regard to all the circumstances, would have anticipated the possibility that the person harassed would be offended, humiliated or intimidated.</li> </ol>
Sexual harm	An umbrella term for non-consensual conduct of a sexual nature. It includes acts (or attempted acts) such as: sexual assault, sexual harassment, technology-facilitated abuse and other conduct of a sexual nature without consent. Sexual harm is different from a consensual, welcome or reciprocated interaction.
Staff	For the purpose of this policy, staff means a person that is engaged by Monash under a contract of service.
Supervisor	The person who is responsible for the supervision of employee(s) and in most cases this will be the immediate line manager.
Unacceptable conduct	For the purpose of this policy, unacceptable conduct includes, but is not limited to: bullying, discrimination, harassment, sexual harm, victimisation, and vilification.
Unlawful discrimination	<p>Direct discrimination is when a person treats, or proposes to treat, someone unfavourably because that person has a protected attribute. Direct discrimination can occur when a person makes an unfair assumption about what another person with certain attributes can and cannot do, and so treats them unfavourably.</p> <p>Indirect discrimination occurs when an unreasonable requirement is imposed that disadvantages a person with a protected attribute. Indirect discrimination can also happen when a workplace or educational institution's policy, practice or behaviour seems to treat all workers the same way, but actually unfairly disadvantages people with a particular protected attribute. The imposition of a reasonable requirement is not indirect discrimination.</p>

	Discrimination can occur by doing, or omitting to do, an act either alone or with any other person, and can be direct or indirect. Motive is irrelevant to discrimination.
Victimisation	Subjecting or threatening to subject a person to any detriment because they have or intend to: assert their rights under equal opportunity or anti-discrimination law; make a complaint under equal opportunity or anti-discrimination law; help someone else make such a complaint; and refused to do something because it would be discrimination, sexual harassment or victimisation.
Vilification	Any form of conduct that incites hatred against, serious contempt for, or revulsion or severe ridicule of a person or group of people because of their race or religion. Such conduct can be a single event or series of events over a period. It may include the use of the internet, social media, and e-mail to publish or transmit statements.
Visitor	For the purpose of this policy, a visitor is anyone who is not a staff member or student at Monash or an associate, and who engages in any onsite activities at Monash and/or uses any Monash resources.

## GOVERNANCE

Supporting procedures	<a href="#">Conflict of Interest Procedure</a> <a href="#">Conflict of Interest Procedure - Monash College</a> <a href="#">Data Protection and Privacy Procedure</a> <a href="#">Data Protection and Privacy Schedule - Monash University Indonesia</a> <a href="#">Declaration of Interests Procedure</a> <a href="#">Staff/Students Personal Relationships Procedure</a> <a href="#">Unacceptable Conduct Response Procedure</a>
Supporting schedules	<a href="#">Paid Outside Work Schedule - Monash University Indonesia and Monash University Malaysia (forthcoming)</a> <a href="#">Unacceptable Conduct Response Schedule - Monash University Indonesia</a>
Associated policies	<a href="#">Cyber Security Management Policy</a> <a href="#">Equity, Diversity and Anti-discrimination Policy</a> <a href="#">Fraud and Corruption Control Policy</a> <a href="#">Freedom of Speech and Academic Freedom Policy</a> <a href="#">Gifts Policy</a> <a href="#">Health, Safety and Wellbeing Policy</a> <a href="#">Media and Social Media Policy</a> <a href="#">Mental Health Policy</a> <a href="#">Monash College Conflict of Interest Policy</a> <a href="#">Monash College Student Code of Conduct</a> <a href="#">Probation, Performance and Promotion Policy</a> <a href="#">Responsible Conduct of Research Policy</a> <a href="#">Sexual Harm Prevention and Response Policy</a> <a href="#">Student General Conduct Policy</a> <a href="#">Whistleblower Policy</a> <a href="#">WMP Conflict of Interest Policy</a>
Associated procedures	<a href="#">Sexual Harm Response Procedure</a> <a href="#">Monash College Sexual Harm Response Procedure</a>
Associated schedules	<a href="#">Sexual Harm Response Schedule - Monash University Indonesia</a>



<p><b>Related legislation</b></p>	<p><b>Australia</b>            Australian Human Rights Commission Act 1986 (Cth)            Disability Discrimination Act 1992 (Cth)            Equal Opportunity Act 2010 (Vic)            Fair Work Act 2009 (Cth)            Independent Broad-Based Anti-Corruption Commission Act 2011 (Vic)            Racial Discrimination Act 1975 (Cth)            Sex Discrimination Act 1984 (Cth)</p> <p><b>China</b>            Civil Code of the People's Republic of China            Constitution of the People's Republic of China            Criminal Law of the People's Republic of China (Amended in 2023)            Employment Promotion Law of the People's Republic of China (2007)            Law of the People's Republic of China on Administrative Penalties for Public Security (Revision 2012)            Labor Contract Law of the People's Republic of China (2007)            Labour Law of the People's Republic of China (Amended in 2018)            Law of the People's Republic of China on the Protection of Rights and Interests of Women (Revised in 2022)            Special Provisions on Labour Protection for Female Employees            Law of the People's Republic of China on the Protection of the Disabled (Amended in 2018)</p> <p><b>Indonesia</b>            Government Regulation in lieu of Law No. 2/2022 on Job Creation            Omnibus Law on Job Creation No. 6/2023</p> <p><b>Italy</b>  <a href="#">The Constitution of the Italian Republic</a>  <i>Codice Civile Art. 2105</i> (conflict of interest)</p> <p><b>Malaysia</b>            Federal Constitution of Malaysia  <a href="#">Whistleblower Protection Act 2010</a>  <a href="#">Persons with Disabilities Act 2008</a>  <a href="#">Anti-Sexual Harassment Act 2022</a>  <a href="#">Malaysian Anti-Corruption Commission Act 2009</a>  <a href="#">Employment Act 1955</a>  <a href="#">Communications and Multimedia Act 1998</a>            Industrial Relations Act 1967</p>	
<p><b>Category</b></p>	<p>Governance</p>	
<p><b>Approval</b></p>	<p>Council            30 October 2024            Meeting 07/2024</p>	
<p><b>Endorsement</b></p>	<p>Audit &amp; Risk Committee            25 September 2024            Meeting 05/2024</p>	<p>Vice-Chancellor            17 September 2024</p>



Policy owner	Vice-Chancellor
Status	Current and in effect
Date effective	13 November 2024
Version	1.0
Content enquiries	<p>Monash University Australia: <a href="#">Ask.Monash</a> or phone Monash HR on +61 3 9902 0400</p> <p>Monash University Indonesia: <a href="mailto:Monashindonesia-HR@monash.edu">Monashindonesia-HR@monash.edu</a></p> <p>Monash University Malaysia: <a href="#">Access MUM HR</a></p> <p>Monash Suzhou: <a href="mailto:sz-hr@monash.edu">sz-hr@monash.edu</a></p> <p>Monash University Prato Centre: <a href="mailto:Cathy.Crupi@monash.edu">Cathy.Crupi@monash.edu</a></p> <p>Monash College: <a href="mailto:PandCteam@monashcollege.edu.au">PandCteam@monashcollege.edu.au</a></p> <p>World Mosquito Program: <a href="mailto:emmanuelle.lelouarn@worldmosquito.org">emmanuelle.lelouarn@worldmosquito.org</a></p>