

ACU Respectful Relationships Module

Glossary of Terms

Bullying

Bullying is defined as repeated, unreasonable behaviour directed toward another person which creates a risk to health and safety.

Unreasonable behaviour means behaviour that a reasonable person, having regard to all the circumstances, would expect to humiliate, intimidate or threaten another person. Such behaviour can include an individual's or group's actions or practices which humiliate, intimidate or threaten another person.

It is still bullying even if it's not intentional.

Examples of bullying may include:

- abusive, offensive or demeaning language
- teasing someone or regularly making them the brunt of practical jokes/pranks, particularly after they have objected
- spreading derogatory innuendo or rumours about someone
- interfering with or damaging someone's property
- displaying written or pictorial material which degrades or offends someone
- repeatedly criticising or making comments intended to discredit or undermine someone or devalue their work
- outbursts of anger or aggression
- insulting someone about physical characteristics
- physical or verbal intimidation or threats
- continually intimidating, excluding or isolating someone
- making phone calls or sending letters or emails that are abusive, threatening or offensive
- threatening a student with low grades, dismissal, disciplinary action or demotion without proper justification
- 'ganging up' on someone.

Bystander

A bystander is a person who is nearby / watching / hearing of a situation that is happening, but is not directly involved or taking part.

An 'active bystander' refers to a bystander who is aware of a situation where someone's behaviour is inappropriate or dangerous and chooses to intervene in a safe way.

Consent

Consent is when an individual freely agrees to participate in an activity of a sexual nature.

Consent can only be given if it is free and voluntary, without fear, coercion, intimidation, or anything that inhibits free agreement such as intoxication, being under the influence of drugs or cognitive impairment.

It's important to get consent before you start to get intimate – and then to respect that person's answer and act accordingly.

Consent is informed, voluntary and can be withdrawn at any time. Consent cannot be assumed and, if it is withdrawn, the activity must stop immediately.

It's also important to understand that, in some circumstances, it is impossible for a person to give consent – such as when they are mentally or physically incapable. For example, consent cannot be given by someone who is:

- incapacitated (unconscious, incoherent, losing consciousness etc)
- intoxicated or affected by alcohol or other drugs
- underage.

Consent is about more than just sex. It is about recognising that everyone has the right to make their own decisions about their own body.

Consent is feeling:

- confident
- safe
- respected
- comfortable
- enthusiastic
- informed
- self-determined.

Consent is not being:

- forced
- afraid
- misled
- unaware
- confused
- threatened
- controlled.

Cyberbullying

Cyberbullying is bullying that takes place over digital devices like mobile phones, computers, laptops and tablets. Cyberbullying can occur through SMS, text and apps, or online in social media, forums or gaming where people can view, participate in or share content.

Cyberbullying includes sending, posting or sharing negative, harmful, false or mean content about someone else. It may include sharing personal or private information about someone else, causing embarrassment or humiliation.

Discrimination

Discrimination is treating a person or group of people less favourably than another person or group because of a particular characteristic(s). Discrimination can be either direct or indirect.

Characteristics protected by law include:

- race, colour and national or social origin
- sex, gender identity or sexual orientation
- age
- physical, intellectual, mental or psychiatric disability

- pregnancy or potential pregnancy
- marital status, relationship status, and family or caring responsibilities
- religion
- political opinion
- trade union activity.

Family and domestic violence

Domestic and family violence refers broadly to any form of violence, abuse or controlling behaviour within a family or family-like relationship. It can happen in any kind of relationship – not just with husbands and wives or boyfriends and girlfriends. It could occur with a parent, relative or anyone you're close with.

Domestic and family violence is a pattern of abusive behaviour through which one person seeks to control and dominate another person. It includes intimate partner violence, ex-partner violence, child abuse and elder abuse.

In an abusive relationship, a person may experience more than one type of family violence. Abuse doesn't have to involve hurt to your body or physical violence, but can also include:

- isolating a victim/survivor from family and friends
- controlling their access to money
- diminishing their self-esteem
- stalking someone
- preventing them from practising their religious beliefs
- intimidating them
- threatening them.

General Harassment

Harassment is unwelcome and unwanted conduct or behaviour that one finds offensive, humiliating or intimidating. It can be a single unwelcome incident or a persistent pattern of unwanted behaviour.

Harassment includes:

- making derogatory or demeaning jokes intended to offend on the basis of stereotyped characteristics
- telling insulting or racist jokes
- making comments that put down or stereotype people
- sending explicit or sexually suggestive emails or texts
- displaying racially offensive posters or screen savers
- displaying pornographic posters or screen savers
- making derogatory comments or taunts.

Safeguarding

Safeguarding means to protect the welfare and human rights of people. ACU has a Safeguarding and Student Safety Team, which has the primary job of protecting students from abuse, exploitation, or neglect. However, it's important to remember that all students, staff and members of the ACU community have a role in promoting and protecting each other's safety and wellbeing.

Sexual Assault

Sexual assault is any uninvited or unwanted sexual behaviour which a reasonable person would expect would make a person feel uncomfortable, frightened, threatened or harassed.

It includes any sexual acts that occurs:

- without the other person's consent
- when consent is unable to be given because that person is unconscious, asleep or incapacitated because of alcohol or other drugs
- after consent has been withdrawn.

Sexual assault may include:

- any type of contact with someone who does not consent or cannot consent
- unwanted sexual behaviour eg unwanted touching or fondling above or under clothes
- intimate partner sexual assault
- voyeurism or peeping
- exhibitionism
- forcing someone to pose or look at sexual images
- sending someone unwanted texts or 'sexts'
- rape.

Sexual Harassment

Sexual harassment is any unwanted or unwelcome conduct which a reasonable person would expect would make someone feel offended, humiliated or intimidated. Sexual harassment can take many different forms: it can be obvious or indirect, physical or verbal, written or graphic, repeated or one-off.

Sexual harassment may include:

- staring or leering
- unnecessary familiarity, such as deliberately brushing up against someone or unwelcome touching
- insults or taunts of a sexual nature
- intrusive questions or statements about someone's private life
- sending sexually explicit emails or text messages
- inappropriate advances on social networking sites
- touching or grabbing someone's body in an unwanted way
- demanding to have sex
- asking, emailing or texting for sexual favours
- showing or sending pornographic or offensive material
- making sexual jokes, comments or gestures that causes someone discomfort
- displaying sexual material such as posters or screensavers.