MONASH University

FIT1049 - IT Professional Practice

Week 11:

Sustainability, discrimination, bullying

GROUP OF EIGHT AUSTRALIA

Last Week: Professional Issues

- Context
- Increased risk of miscommunication
- Modes are fickle
- Your digital footprint
- Should I believe that?

Did you read the ePub for week 12?

A. Yes, It was good.
B. Yes, It was bad
C. No, I had technical difficulties
D. No, I did not get around to it.

Profession Issues

Sustainability

Discrimination

Harassment

Bullying & Cyber bullying

Sustainability

"sustainability is improving the quality of human life while living within the carrying capacity of supporting eco-systems"

Source: IUCN/UNEP/WWF (1991). "Caring for the Earth: A Strategy for Sustainable Living." Gland, Switzerland.

Activity: Discussion

- Have a think about why is sustainability important.
- Create a mind map with three main factors and how they interrelate.

Why is Sustainability Important

Social

- Health and wellbeing

- Equity for all people
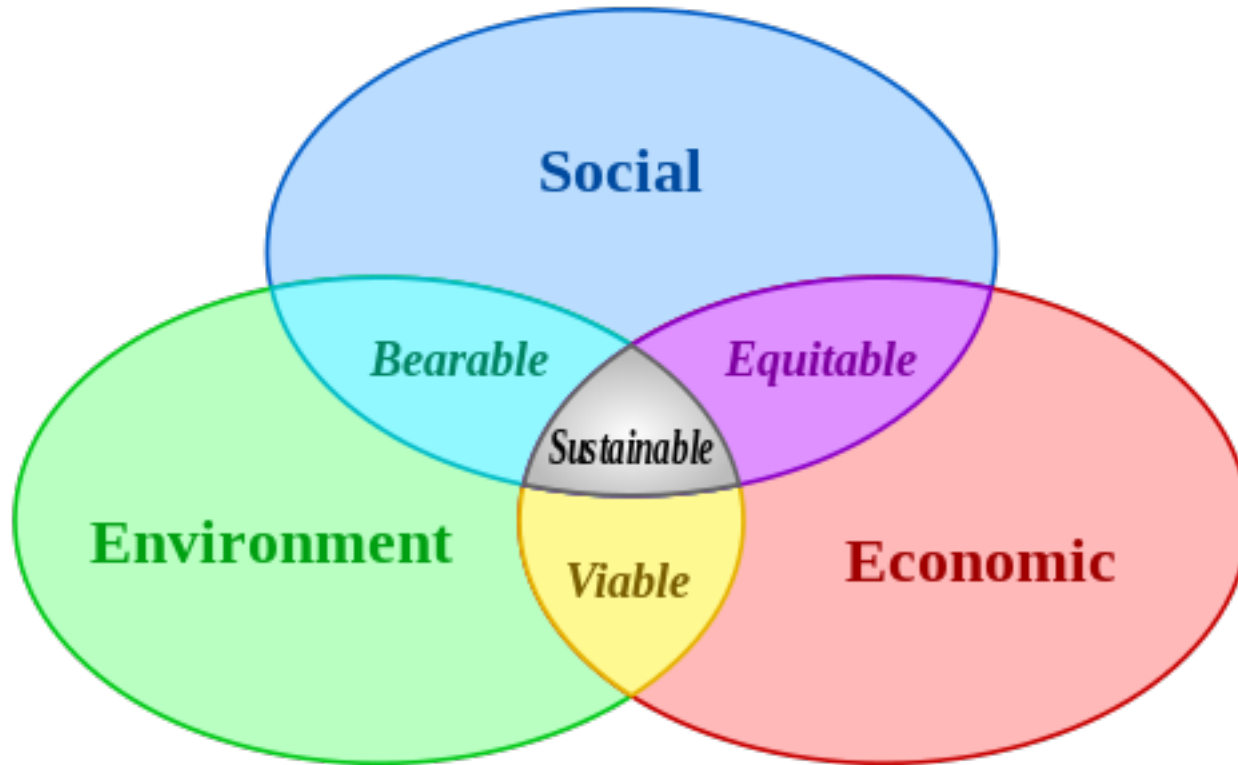
- Prevent unrest due to poor conditions

Environmental

- Look after the environment to maintain it

- High quality environment for the future

Economic

- Perception of company as economic impact

- Resources available in the future

Sustainability goal interaction

Describe specific examples of practical ways that organisations can implement sustainable solutions?

Implementation of Sustainability

Consideration of the issues

Carbon Footprint

- Travel to work,
- Ride share
- Location of offices
- Work from home
- Overseas business

Paperless office?

Energy and water usage

Using thoughtfully sourced resources

Waste disposal

Sustainability considerations

- Most organisations have minimal experience
- Policies and procedures can support sustainability
- Stated aims can add value to an organisation
- Information technology can help collect data.
- Vendor selection can support sustainability

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Equal Opportunity

"refers to efforts to translate the principle of equality, which is a universally accepted human value, into practice in a society in which various groups of people are perceived to be disadvantaged for reasons outside their control or influence."

Equal Opportunity

1. Provides individual people with a legal remedy for certain kinds of unfair treatment ('discrimination' and 'sexual harassment')

2. Establishes positive programs to overcome disadvantage for groups of people ('affirmative action').

Unlawful discrimination

- race, colour, national or ethnic origin, nationality,
- sex or gender, sexual orientation, lawful sexual activity,
- marital status, pregnancy or potential pregnancy, breastfeeding, status as a parent or carer,
- religious or political belief or activity, industrial activity,
- age, physical features,
- employment activity (meaning a request for information about or expression of concern about the provision of employment entitlements);
- disability, medical record,
- personal association with a person who is identified by reference to any of these attributes, or
- any other attribute protected under anti-discrimination law.

Note: Exception for religious organisations

Victorian Charter of Human Rights and Responsibilities

- Sets out
  - Freedoms,
  - Rights
  - Responsibilities
- Requires governments to consider human rights when
  - making laws,
  - setting policies
  - providing services
- Rights can be overridden for the protection of
  - national security,
  - public order,
  - health or
  - morality

Discrimination

[78%](#)

Discrimination in IT

ACS survey shows high levels of discrimination in IT when job-seeking

- 1/3 of respondents claim experience of discrimination

- 46.8% of female respondents experienced discrimination, with 37.2% claiming discrimination on gender grounds

- 35% of candidates aged over 55 reported age-based discrimination

On average males in IT earn 9.8% more than females

Positive Duty

- Proactively prevent
  - discrimination,
  - sexual harassment and
  - victimisation.
- The duty requires measures and compliance that are reasonable and proportionate to their size:
  - The outcome that the duty seeks to achieve (to eliminate discrimination as far as possible)
  - the size of the duty holder, their resources and service priorities
  - the practicability and cost of compliance.

Discrimination

Direct Discrimination
- – Not subtle
- – I am not hiring you because you are of a particular gender.

Indirect Discrimination
- – Subtle
- – I am not hiring you because you cant lift 20kg even though it is not part of your job.

A. Direct Discrimination
B. Indirect Discrimination
C. Not Discrimination

We only hire people who have license because they need it for the job

A. Direct discrimination
B. Indirect Discrimination
C. No Discrimination

We don't hire people under the age of 21 because they don't have enough life experience.

A. Direct Discrimination
B. Indirect Discrimination
C. Not Discrimination

A. Direct discrimination
B. Indirect Discrimination
C. No Discrimination

Unlawful discrimination

- *In education* covers students who experience disadvantage as a result of

  - the actions or omissions of staff or

  - by the policies of the University.

- *In employment* covers actions or omissions which disadvantage a job applicant or member of staff

  - on the basis of a protected attribute.

  - includes an **unreasonable** refusal to accommodate disability or parenting or caring responsibilities.

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Why

[1 in 5](1 in 5)

Harassment

"unwelcome conduct that might reasonably cause a person to be offended, humiliated or intimidated"

- Harassment which is offensive conduct based on a person's disability, race or of a sexual nature are forms of discrimination.

Sexual Harassment

All sexual conduct whether verbal physical or electronically communicated may constitute sexual harassment if it is **unwelcome** and could reasonably make someone else feel offended, humiliated or intimidated.

- Can be **single** incident or **series** of incidents

Examples of Sexual Harassment

- personally offensive comments;
- sexual or smutty jokes;
- comments or teasing about a person's alleged sexual activities or private life;
- persistent unwelcome invitation/s, telephone calls or emails at work or home;
- being followed home from campus;
- offensive hand or body gestures;

Examples of Sexual Harassment (cont).

- physical contact such as patting, pinching, touching or putting an arm around another person;
- the display of sexually-suggestive material;
- unwanted declarations of affection;
- sexual assault and rape; and
- use of organisation's computer systems for the retention and distribution of sexually explicit material.

Sexual harassment

Can occur between

•peers – people who have the same role in an organization, e.g. student to student or staff to staff;

•from staff member to student or supervisor to employee;

•from student to a staff member or employee to supervisor, or

•to or from a member of the public in the course of the organisation's business.

e-Folio Activity: Harassment Action Plan

List in order what actions should you take if someone you know is being subject to harassment and asks for assistance?

Victimisation

- when a person subjects (or threatens to subject) another person to a detriment (which can include humiliation and denigration) because that other person has made a complaint or been involved in a complaint of discrimination or harassment

Examples of Victimisation

• Refusing to provide a student with information about their assessments because the student has made an allegation of discrimination;

• Humiliating a staff member in a meeting because they gave evidence in support of a colleague's complaint of sexual harassment.

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Workplace Bullying

"the repeated less favourable treatment of a person by another or others in the workplace, which may be considered unreasonable and inappropriate workplace practice. It includes behaviour that intimidates, offends, degrades or humiliates a worker."

(*Source ACTUQ/QCCI/Qld Govt Dept of Workplace Health and Safety)*

Workplace Bullying

- Utilise power from status, skills or
- Men and women can be targets and/or perpetrators.
- Different levels
    - a worker and a manager or supervisor
    - between co-workers.
- Behaviour include
    - verbal or physical assault
    - subtle psychological abuse.

Examples of Workplace Bullying

- physical or verbal abuse
- yelling, screaming or offensive language
- excluding or isolating employees
- psychological harassment
- intimidation
- assigning meaningless tasks unrelated to the job
- giving employees impossible jobs
- deliberately changed work rosters to inconvenience particular employees
- undermining work performance by deliberately withholding information vital for effective work performance

Brodie's law

19 year old Brodie Panlock suicided after vicious and sustained workplace bullying

Crimes Act amended to include

"acting in any other way that could reasonably be expected to cause a victim to engage in self-harm."

Cyberbully

- Bullying that is done through the use of technology.
- For Example Using
  - the Internet,
  - a mobile phone
  - a camera
- To hurt or embarrass

- Can be shared widely with a lot of people quickly,

Examples of cyberbullying

- Being sent mean or hurtful text messages from someone known or unknown

- Getting nasty, threatening or hurtful messages through social networking sites like Facebook and Twitter, or through sites where people can ask / answer questions

- People sending photos and videos of you to others to try and embarrass or hurt

- People spreading rumours via emails or social networking sites or text messages

- People trying to stop someone from communicating with others

- People stealing passwords or getting into accounts and changing the information there

- People setting up fake profiles pretending to be someone else, or posting messages or status updates from another's accounts

Cyberbullying in Victoria

Cyber bullying is <u>illegal</u> when:

- It becomes harassment
- Someone makes threats against a person

Stalking (in Victoria)

- In Victoria, it is illegal to stalk a person.
- Stalking occurs where a person intentionally causes another person to fear physical or psychological harm for themselves or others.

Examples of stalking behaviour

•telephoning or contacting someone electronically be email, chat rooms, SMS, or messenger, where the intention is to cause another to fear for their own safety or the safety of another or to cause another physical or psychological harm; or

•giving offensive material to another or leaving it to be found by a person (this would include posting offensive photos or messages via email, on networking pages such as MySpace, Facebook or You Tube or on chatrooms or message boards).

Using text messaging, emails or telephones to make a threat or to harass or menace someone can also constitute a range of other crimes.

Summary

After this lecture, you should be able to:

- Understand the role of IT in sustainability

- Define discrimination, harassment, victimisation, cyberbullying and discuss the legal issues associated with them