X. COMMITMENTS

X.1 The University and its staff are committed to:

X.1.1 treating each other in a fair and reasonable manner and being accountable for their responsibilities;

X.1.2 improving the performance, competitiveness and success of the University in order to achieve sustainable growth;

X.1.3 a culture of mutual respect with consultation, participation, trust, flexibility, collegiality and continuing improvement;

X.1.4 an inclusive workplace by preventing and eliminating discrimination, bullying and harassment in the workplace and achieving equal employment opportunity;

X.1.5 enhancing flexibility and streamlining administrative processes;

X.1.6 a flexible approach to change that reflects the demands in operational requirements;

X.1.7 the right of staff to participate in public debates and to express opinions in their private capacity as an individual member of society, but not in contravention of any direction by the University or breach of confidentiality, and not as a University spokesperson unless authorised to do so;

X.1.8 the right of all staff to participate in professional and representative bodies, including Unions, and engage in community service without fear of harassment, intimidation or unfair treatment.