

Zero Tolerance to Bastardisation (Motting and Hazing) Policy

Section 1 - Purpose and Context

- (1) The University of Western Sydney is committed to ensuring a safe, healthy and welcoming learning and work environment for its students and staff, where students and staff treat each other with dignity and respect.
- (2) As a University, we take a serious approach to the care of our students and, because of this, behaviours and practices associated with bastardisation (also called "motting" or "hazing") are prohibited. Unlike other campus and community activities, these behaviours or activities are not considered healthy or safe ways to foster camaraderie and encourage participation in University life.
- (3) They also constitute a failure to meet the University's standards of behaviour, which are set out in the UWS [Code of Conduct](#) and the UWS Residential Colleges Code of Conduct and Behaviour, [Student Code of Conduct](#) as well as in policies such as [Bullying Prevention Policy](#), the [Misconduct - Student Non-Academic Misconduct Policy](#) and the relevant Staff Agreements. In particular they can place the health, safety and welfare of students and other people at risk in contravention of work health and safety laws.

Section 2 - Definitions

- (4) Bastardisation (also called "motting" or "hazing") involves a person subjecting another or being subjected to an activity or particular form of treatment in order to feel included as a member of a group. It is often used as a means to promote group loyalty or bonding through suffering, either alone or with others, and with or without their consent. The pressure or sense of obligation to be involved in or submit to bastardisation behaviours or activities can be subtle or overt. It is subtle if, on the face of it, the activity or behaviour seems harmless or meaningless. However, the problem with this is that it only serves to emphasise any power imbalance that may exist either between members within a group or between existing and potential members of a group. This is particularly so if a person fears being viewed less favourably or even ostracised by others.
- (5) The following is a list of typical examples of behaviours involving bastardisation (motting or hazing). It is not intended as an exhaustive list and involves being put, or putting others, under any form of pressure to:
- a. consume excessive amounts of food, alcohol or other substances;
 - b. consume illegal drugs or dangerous substances;
 - c. be called or call others by a particular descriptive (sometimes called a "mott" name) that degrades, humiliates, ridicules or is abusive of them or another person;
 - d. wear particular clothing or adopt a particular hair style or other fashion;
 - e. participate in a "dare", such as wearing no clothes or stealing something;
 - f. submit to a particular activity (such as sleep deprivation, curfews, line up drills, carrying objects, divesting a student of his or her possessions, damage to or destruction or theft of property);
 - g. participate in or be subjected to any interference with personal liberty (for instance, locking a person up or threatening them in some way);
 - h. participate in or be subjected to behaviour or an activity that involves or depicts degradation, humiliation, ridicule or abuse of others.

(6) These types of behaviour can also involve:

- a. harassment, bullying, intimidation, embarrassment or humiliation of a person;
- b. injury or death of a person;
- c. damage, destruction or loss of property.

Section 3 - Policy Statement

General statement

(7) The University will not tolerate any behaviour or activity that involves bastardisation, motting or hazing on the part of students, staff or visitors (including alumni) to the University, whether as supporters, organisers, perpetrators or recipients, regardless of whether these occur within University lands or at other places where the University conducts its business or activities (including, for example, student placements or field activities). Any allegations involving students or staff will be referred for investigation under the relevant policy or other instrument dealing with student or staff discipline (as the case may be). Any students living in UWS Residential Colleges could also have their accommodation suspended or terminated.

(8) Any visitors to the University (including alumni) who engage in or support or encourage these types of behaviour or activities face exclusion from entering any University property or involvement in any University or University-related activities (such as reunions).

(9) In addition, any bastardisation, motting or hazing behaviours or activities that involve or may involve criminal offences will be reported to the NSW Police.

Reporting

(10) Any person who observes or reasonably suspects any form of bastardisation (mottling or hazing) should report it as soon as possible to University Security. While reports can be made anonymously, anonymity of the person reporting the behaviour cannot be guaranteed in any subsequent investigation or disciplinary hearing.

(11) Professional staff within the University Counselling, Disability and Student Welfare Services are exempted from this obligation insofar as they are bound by a professional code of conduct relating to confidentiality in the course of providing health care or other services to clients, but subject to any legal requirement or exemption relating to confidentiality).

Assistance to affected or injured students

(12) Students or staff members who observe or suspect a student may be suffering illness or injury as a result of participating in or being subjected to any form of bastardisation (mottling or hazing) are encouraged to seek assistance for that person as quickly as possible by contacting University Security or other members or staff or residential college assistants.

(13) Students or staff members providing such assistance should be aware that they may still be subject to disciplinary action if they participated in that behaviour or activity, depending on the seriousness of the matter. However, any assistance provided by the student or staff member may be taken into account. The University may also require participation in an education program about the effects of bastardisation.

Section 4 - Procedures

Refer to [Misconduct - Student Non-Academic Misconduct Policy](#)

Refer to [Student Code of Conduct](#)

Refer to the current [Academic Staff Agreement](#) - Misconduct Procedures

Refer to the current [Professional Staff Agreement](#) - Misconduct Procedures

Refer to [Bullying Prevention Policy](#) and [Procedures](#)

Section 5 - Guidelines

(14) Nil.

Status and Details

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