Respect for all

Pledge to the ANU Charter of Expectations

The ANU Charter of Expectations aims to ensure a high quality working life at The Australian National University (ANU) by promoting positive relationships and exemplary employment practices. The Charter will inform our staff induction and appraisal processes and guide individual dealings with colleagues, students, visitors, customers and contractors. Individuals will have a duty and responsibility to uphold this Charter. Supervisors and managers have specific responsibilities to promote the Charter and the ANU policies and procedures that underpin it.

We pledge to adhere to the ANU Charter of Expectations. We commit to working together to maintain a workplace environment that encourages and supports respect. All who work here are expected to respect the right of individuals to be treated equally and to value others for their diversity of backgrounds and perspectives.

> We will not accept or tolerate discrimination, harassment and bullying behaviours

> our relationships will be built on trust and mutual respect

> we will support our people through periods of challenge and change by keeping each other informed about major developments that affect our work

> we will encourage all to realise their full potential in their role

> we will promote health and well-being at work

> we will recognise the benefit of flexible working practices in assisting individuals in balancing their home and work commitments.

Signatures: