



António Guterres
Secretary General
United Nations
NEW YORK NY 10017
United States of America

26 March 2024

Dear Secretary General

United Nations Global Compact - Communication of Engagement

Period – 2023-2024

I am pleased to confirm that Deakin University supports the ten principles of the United Nations Global Compact with respect to human rights, labor, environment and anti-corruption. With this commitment, we express our intent to advance these principles within our sphere of influence and will make a clear statement of this commitment to our stakeholders and the general public.

We also pledge to take part in the activities of the United Nations Global Compact where appropriate and feasible – through participation in local networks, involvement in specialised initiatives and work streams and engagement in partnership projects.

We enclose evidence of the embedment of the United Nations Global Compact Principles within our operations and commitments.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'Iain Martin'.

Professor Iain Martin

President and Vice-Chancellor



United Nations Global Compact – Communication on Engagement

Principles		Deakin University Response	Links to source information and data
Human Rights	Principle 1: Businesses should support and respect the protection of internationally acclaimed human rights.	At Deakin, we work towards creating an environment of inclusion where we value our diversity, embrace difference and nurture a connected, safe and respectful community. Through our initiative ‘Respect. Belong. Thrive’, we want everyone – our students, staff and local community partners – to feel valued and safe.	<p>Diversity and inclusion commitments https://www.deakin.edu.au/about-deakin/vision-and-values/diversity-and-inclusion</p> <p>Diversity and Inclusion Strategy 2020-2025 https://www.deakin.edu.au/_data/assets/pdf_file/0009/2308167/2021-March-Diversity-and-Inclusion-Strategy.pdf</p> <p>Diversity And Inclusion Policy https://policy.deakin.edu.au/document/view-current.php?id=39</p> <p>https://www.deakin.edu.au/about-deakin/values/diversity-and-inclusion/gender-equity</p> <p>Gender Affirmation Procedure https://policy.deakin.edu.au/document/view-current.php?id=228</p> <p>Discrimination, Sexual Harassment, Victimization and Vilification Complaints Procedure (Staff) https://policy.deakin.edu.au/document/view-current.php?id=24</p> <p>Discrimination and harassment - website https://www.deakin.edu.au/students/health-and-wellbeing/occupational-health-and-safety/health-and-wellbeing/discrimination-and-harassment</p>
	Principle 2: Make sure that they are not complicit in human rights abuses.		
Labour	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	<p>The Deakin University Enterprise Agreement 2023 provides terms and conditions of employment for applicable staff at Deakin.</p> <p>Deakin University continues to submit annual Modern Slavery Statements in</p>	<p>Enterprise Agreement https://www.deakin.edu.au/_data/assets/pdf_file/0003/2680239/2023-Enterprise-Agreement.pdf</p> <p>Modern Slavery Statement 2022 https://modernslaveryregister.gov.au/statements/13069/</p>



United Nations Global Compact – Communication on Engagement

<p>Principle 4: The elimination of all forms of forced and compulsory labour.</p>		<p>accordance with the Modern Slavery Act 2018 (Cth). This statement reflects the University’s approach to managing its modern slavery requirements and addresses modern slavery risks in its supply chain.</p>	
<p>Principle 5: The effective abolition of child labour.</p>			
<p>Principle 6: The elimination of discrimination in respect of employment and occupation.</p>		<p>Deakin University has a number of policies that address Principle 6.</p> <p>In accordance with Deakin’s Enterprise Agreement and relevant anti- discrimination legislation, the University will not discriminate on the basis of race, colour, sex, gender identity, intersex status, sexual preference, age, physical or mental disability, marital or relationship status, family responsibilities, pregnancy, religion, political opinion, trade union membership and activity, national extraction or social origin and will continue to work to help prevent and eliminate any such discrimination.</p>	<p>Enterprise Agreement https://www.deakin.edu.au/data/assets/pdf_file/0003/2680239/2023-Enterprise-Agreement.pdf</p> <p>Diversity and Inclusion Policy https://policy.deakin.edu.au/document/view-current.php?id=39</p> <p>Website https://www.deakin.edu.au/about-deakin/values/diversity-and-inclusion/gender-equity</p> <p>Gender Affirmation Procedure https://policy.deakin.edu.au/document/view-current.php?id=228</p> <p>Discrimination, Sexual Harassment, Victimization and Vilification Complaints Procedure (Staff) https://policy.deakin.edu.au/document/view-current.php?id=24</p> <p>Discrimination and harassment - website https://www.deakin.edu.au/students/health-and-wellbeing/occupational-health-and-safety/health-and-wellbeing/discrimination-and-harassment</p> <p>Recruitment of staff Procedure https://policy.deakin.edu.au/view.current.php?id=00190</p>



United Nations Global Compact – Communication on Engagement

Environment	Principle 7: Businesses should support a precautionary approach to environmental challenges.	Sustainability is embedded within Deakin as one of our values, we care about our shared future and integrating economic, environmental and social dimensions of sustainability in all that we do. To enable this, the University has established sustainability commitments with measurable targets set for 2020, 2025 and 2030. Since their launch in 2017, these commitments have grown to encompass new opportunities and tackle new sustainability challenges and through their alignment to the United Nations Sustainable Development Goals (SDGs), will result in sustainability benefits on- campus, within our communities and at a global level.	Sustainability Policy https://policy.deakin.edu.au/document/view-current.php?id=38
	Principle 8: Undertake initiatives to promote greater environmental responsibility.		Sustainability Report 2022 https://youtu.be/SMq8Fu3JIR4
	Principle 9: Encourage the development and diffusion of environmentally friendly technologies.		Website https://www.deakin.edu.au/about-deakin/vision-and-values/sustainability
Anti-Corruption	Principle 10: Business should work against corruption in all its forms, including extortion and bribery.	Deakin University encourages the development and implementation of technology to drive positive environmental sustainability outcomes within its operations and more broadly.	Sustainability Commitments https://www.deakin.edu.au/data/assets/pdf_file/0019/2350702/Deakin-University-Sustainability-Commitments.pdf
			University commitment to the United Nations Sustainable Development Goals – Signatory since 2017 https://ap-unsdsn.org/regional-initiatives/universities-sdgs/university-commitment/
			Website https://www.deakin.edu.au/about-deakin/vision-and-values/sustainability
			Fraud and Corruption Prevention and Control Policy and Procedure https://policy.deakin.edu.au/document/view-current.php?id=83 https://policy.deakin.edu.au/document/view-current.php?id=4
			Procurement Policy https://policy.deakin.edu.au/document/view-current.php?id=124
			Conflict of Interest Procedure https://policy.deakin.edu.au/document/view-current.php?id=19



United Nations Global Compact – Communication on Engagement