

06 March 2019

António Guterres
Secretary General
United Nations
New York
NY 10017
USA

Dear Secretary General

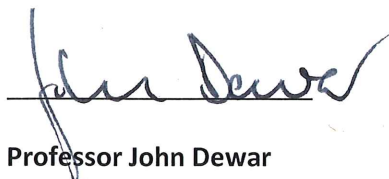
I am pleased to confirm that La Trobe University continues to support the ten principles of the UN Global Compact with respect to human rights, labour, environment and anti-corruption.

Since committing to the principles in 2010, we have undertaken to embed these as business as usual within our operations, transparently communicate this commitment on our website, and will endeavour to further engage key stakeholder groups to understand the importance of this continuing commitment.

This year we are building on our standalone 2017 Report by submitting an updated UN Global Compact report that highlights our efforts and achievements in this area.

In addition to the above, we are keen to become more involved in our Local Network where the opportunity arises and look forward to processing and deepening our commitment in this way.

Yours sincerely



Professor John Dewar
Vice-Chancellor

Principles		La Trobe Commentary/Response	Links to Source Info & Data
Human Rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and	<p>The University has a range of policies in place to respect human rights and support a diverse and respectful learning community and workplace.</p> <p>Some of the key policies are:</p> <ul style="list-style-type: none"> • Diversity and Inclusion (Staff) Policy • Gender Equity Policy • Charter of Student Rights and Responsibilities • Anti-Bullying and Harassment (Students) Procedure • Workplace Behaviours Policy 	<ul style="list-style-type: none"> • Gender Equity Policy • Anti-Bullying and Harassment (Students) Procedure • Charter of Student Rights and Responsibilities • Conscientious Objections Policy • Diversity and Inclusion (Staff) Policy • Workplace Behaviours Policy • School of Humanities & Social Sciences • CHLS • LAVAWN
	Principle 2: make sure that they are not complicit in human rights abuses.	<p>These commitments are disseminated and embedded through various staff and student induction, training, and communications channels.</p> <p>From an academic perspective La Trobe undertakes extensive teaching, research, and activities with a focus on improving human rights. With specific research specialisations in human rights, social justice and discrimination within the School of Humanities and Social Sciences and the Centre for Health, Law and Society (CHLS) within La Trobe Law School for example. La Trobe's Violence Against Women Research Network (LAVAWN), another research initiative, aims to improve gender equity and reduce and prevent violence against women.</p>	
Labour	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	<p>Freedom of association is upheld through our Code of Conduct which states:</p> <p>FREEDOM, INNOVATION AND CREATIVITY</p> <p>Support academic freedom and encourage innovation and creativity in our work performance/outcomes in the pursuit of knowledge, information and advancement.</p>	<ul style="list-style-type: none"> • Code of Conduct • La Trobe University Collective Agreement 2018 • La Trobe Legal Policies and Processes
	Principle 4: the elimination of all forms of forced and compulsory labour;	<p>We are all required to:</p> <ul style="list-style-type: none"> • support the University as a place of independent learning and thought where ideas may be put forward yet ensure that this freedom does not harass, vilify, intimidate or defame individuals, the community or the University • exercise intellectual freedom in a manner consistent with a responsible and honest search for and dissemination of knowledge • use our knowledge and expertise to deliver high-quality learning and teaching outcomes, as well as identifying opportunities to improve service • comply with the relevant legislation and University policies/procedures 	
	Principle 5: the effective abolition of child labour; and		

		<p>The Collective Agreement is an enabler for the vision and objectives of the University and provides an important framework to support our progress and success as a leading teaching and research University. The Agreement outlines the various modes of employment available including Academic, Professional, Casual, Full/Part time and Fixed Term arrangements. Adherence to these employment categorisations within the agreement ensures that La Trobe eliminates any potential issues relating to forced, compulsory or child labour.</p> <p>All staff of La Trobe University are eligible to join the National Tertiary Education Union (NTEU), which is a specialist union for academic, and general staff working in higher education.</p> <p>Terms and Conditions required for any organisation to do business with the University are detailed in Procurement and Contracting documents to ensure that they are in compliance with all laws and disclose any labour issues. A sample clause is “Participants are also required to disclose whether their conditions of employment or rates of pay to persons, engaged as employees or contractors, might be considered as exploitative or outside the norm in industry.”</p> <p>The University’s Risk, Procurement and Sustainability teams have begun work to identify and enable improvements to meet the new Modern Slavery Act requirements in line with required reporting timelines.</p>	
	Principle 6: the elimination of discrimination in respect of employment and occupation.	<p>The University has a Diversity and Inclusion Policy and its HR recruitment practices align to the principles of this policy.</p> <p>Staff are trained on how to comply with policy in this regard, and how to promote positive workplace behaviours.</p> <p>La Trobe’s Centre for Higher Education Equity and Diversity Research (CHEEDR) informs University strategies for improving the access and achievement levels of under-represented students. The Centre has a particular focus on students from low socio-economic status backgrounds, and has responsibility for the oversight and reporting of the Higher Education Participation and Partnerships Programme (HEPPP).</p> <p>La Trobe has also been cited as an employer of choice for gender equality by the Workplace Gender Equality Agency (WGEA) in 2016, 2017 and 2018. Our work in this area is focussed around our Gender Equality Blueprint 2018-2022.</p>	<ul style="list-style-type: none"> • Diversity and Inclusion at La Trobe • Diversity and Inclusion (Staff) Policy • Workplace Behaviours Policy • Centre for Higher Education Equity and Diversity Research • WGEA Employer of Choice for Gender Equality

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Environment	Principle 7: Businesses should support a precautionary approach to environmental challenges;	<p>The University supports a precautionary approach to environmental challenges in a number of ways.</p> <p>The organisation has adopted environmental sustainability targets that are monitored and reported on each year. The focus on energy and water efficiency, and integration of renewable energy are supported through a committed capital budget for sustainability projects.</p> <p>As part of the Infrastructure & Operations Division, the University employs a team of people that work within its</p>	<ul style="list-style-type: none"> • Sustainability on Campus – Brochure and Targets • National Greenhouse Emissions Reporting (NGER) • National Pollution Inventory (NPI) • Financial Reporting Directive 24D (FRD 24D)

	<p>Environmental Sustainability Unit which incorporates the Environmental Operations, the Wildlife Sanctuary and ISO Integrated Management Systems teams.</p> <p>Environmental Operations is based at the main Melbourne Campus but oversees activities related to minimising the environmental footprint of operations on all campuses.</p> <p>This area monitors, measures, analyses and reports on impacts through various external and internal reporting mechanisms. Some such as NGER, NPI and FRD 24D are compliance-based requirements, while others such as TEFMA, Environmental Scorecard, and Senior Leadership Team ISO Reporting are voluntary mechanisms that ensure oversight of a proactive and precautionary approach to managing environmental challenges.</p> <p>An ISO certified Integrated (Environmental, Quality and OHS) Management System (IMS) is in place within the Infrastructure & Operations Division to identify and manage risks, and work consistently towards continual improvement in the way we management environmental, health and safety and quality related risks.</p> <p>The La Trobe Wildlife Sanctuary team work to create and enhance biodiversity through indigenous bushland regeneration and deliver education, volunteer and citizen science initiatives to La Trobe students, school students and the broader community, which builds capacity and knowledge to respond to environmental challenges.</p>	<ul style="list-style-type: none"> • ISO 14011 Environmental Management • La Trobe Wildlife Sanctuary
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Environment (continued)	<p>Principle 8: undertake initiatives to promote greater environmental responsibility; and</p> <p>La Trobe takes its responsibility on environmental sustainability seriously, embedding it at the core of the overall University Strategy.</p> <p>La Trobe hosts information about environmental sustainability initiatives, practices, and performance on its website to transparently communicate commitments and achievements in this space.</p> <p>Environmental sustainability is promoted in staff and student inductions to provide a foundational understanding of the University's commitment, and this is further supported through various other communications channels, programs and supporting collateral to encourage sustainable action on campuses.</p> <p>Sustainable transport options such as public transport discounts, a free campus shuttle bus, secure end of ride cycling facilities, cycling events (e.g. Bikers Brekkies and Ride to Uni Day), carpooling, car share and a bike share program are provided to encourage the take up of lower impact and healthier travel choices.</p> <p>Staff and students are encouraged to support Fair Trade through provision and promotion of products on our campuses, and through events and rewards such as reusable cups and coffee vouchers.</p> <p>Reduction, reuse and recycling of resources such as energy, water and materials, is encouraged through the design and delivery of our buildings and the operation of both our built and open spaces.</p> <p>Through the work at the La Trobe Wildlife Sanctuary, primary, secondary, and tertiary students, staff and the broader community are engaged in educational and scientific experiences to develop their connection with and care for the natural environment.</p> <p>To enhance the local environment and deliver on-ground experiences, there is an ongoing 50-year project that protects, creates and enhances remnant and reclaimed bushland which increases biodiversity values for the University and the broader region. This 30-hectare Sanctuary is an outdoor laboratory for the University and provides the back drop for various educational, volunteer and research experiences available to the University and the broader community.</p> <p>The University has also committed to ensuring all undergraduates have exposure to the La Trobe 'Sustainability Thinking Essential' as a way of teaching students that sustainability is relevant to and should be considered in all disciplines.</p>	<ul style="list-style-type: none"> • Strategic Plan 2018-2022 • Sustainability Website • Sustainability Practices • Sustainability Performance • Transport Central • Fairtrade Commitment • La Trobe Essentials – Sustainability Thinking

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Environment (continued)	Principle 9: encourage the development and diffusion of environmentally friendly technologies.	<p>La Trobe's Infrastructure and Operations Division supports, undertakes and promotes the uptake of environmentally friendly technologies within the University and externally. Aligned with the current sustainability targets, this has included:</p> <ul style="list-style-type: none"> • Driving the deployment of on-site renewable (solar PV) energy generation across the University; • Upgrading facility infrastructure, including: <ul style="list-style-type: none"> ✓ Transitioning to LED lighting technology and distributed intelligence automation systems. ✓ Improving Building Management Systems to enable greater/smarter controls on mechanical systems. ✓ Increasing recycling streams to divert more physical waste from landfill. ✓ Applying metering to stormwater harvesting systems to gain a more accurate understanding of stormwater consumption. • Transitioning to quarterly environmental performance reporting through the University's website; • Presenting case studies and sharing knowledge at industry events and conferences; • Establishing an environmental management committee and establishing and maintaining an ISO 14001 certified EMS covering I&O's operations and • Standardising environmental management requirements for contractors. <p>From an academic perspective La Trobe undertakes extensive teaching, research, and industry collaboration activities with a focus on improving environmental performance. Particularly through our Securing Food, Water and the Environment Research Focus Area, the Accounting and Data Analytics Department within La Trobe's Business School, the Centre for Technology Infusion and the Centre for Freshwater Ecosystems.</p>	<ul style="list-style-type: none"> • Sustainability Performance • Energy & Water Initiatives • Recycling Steams • Centre for Technology Infusion • Research Focus Areas • Research Centres • La Trobe Business School • Centre for Freshwater Ecosystems
Anti-Corruption	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	<p>The University has policies and processes to ensure academic integrity and integrity in its procurement and financial operations.</p> <p>Terms and Conditions required for any organisation to do business with the University are detailed in Procurement and Contracting documents to ensure that they are in compliance with all laws and avoid collusive and anti-competitive behaviours. A sample clause is "Participants and their personnel must not engage in any collusive Tendering, anti-competitive conduct or any other similar conduct with any other Participant or any other person in relation to the preparation or lodgement of a Proposal."</p> <p>Any member of the University community, visitor to the University or member of the general public that wishes to make a complaint or report an incident involving the University or an officer of the University may do so to the Risk Management, Internal Audit Office or as a protected disclosure under the Protected Disclosure Act 2012.</p>	<ul style="list-style-type: none"> • Academic Integrity Policy • Fraud and Corruption Management Policy • Protected Disclosure Policy