



**LA TROBE**  
UNIVERSITY



# UN Global Compact Communication on Engagement

Reporting 2019 – 2020



## Statement of Continued Support

To our stakeholders,

I am pleased to affirm that La Trobe University supports the ten principles of the United Nations Global Compact in the areas of human rights, labour, environment and anti-corruption.

La Trobe has been committed to these principles since 2010, and over the last decade we have endeavoured to embed them in all of our operational activity. We also communicate our engagement with the UN Global Compact to our stakeholders and partners to help in promoting the importance of the principles.

During this reporting period, La Trobe has made profound changes to the way we conduct our teaching, research and operations in the face of the unprecedented challenges of COVID-19. At the same time, we have deepened our engagement with the United Nations Sustainable Development Goals through initiatives such as embedding the goals within subjects and identifying related research opportunities. La Trobe was recently ranked 4th in the 2020 Times Higher Education Impact Rankings for our contribution to the realisation of the UN Sustainable Development goals.

Over the last two years, we have implemented several new programs aligned with the UN Global Compact. I am particularly proud of our commitment to tackling climate change through our Net Zero program and the La Trobe Climate Network; and of the way we have demonstrated our commitment to gender equality and diversity at the University. The University was ranked number one in the world for gender equality in the 2020 Times Higher Education Impact Rankings.

I am delighted to share these and other achievements with you in the pages that follow. We are also committed to sharing this report with our stakeholders and welcome feedback on its contents.



Professor John Dewar AO  
Vice-Chancellor and President

# Introduction

In this Communication on Engagement, we present an overview of how our governance, teaching and research and operational actions and outcomes have supported the Global Compact principles between March 2019 and February 2021.

Previous reporting on engagement with the Global Compact principles can be found at [www.unglobalcompact.org/what-is-gc/participants/12123#cop](https://www.unglobalcompact.org/what-is-gc/participants/12123#cop)

## Introduction to La Trobe University

**'We are redefining what it means to be a great university in the 21st century: deeply connected and committed to excellence, innovation, accessibility and relevance.'**

Professor John Dewar | Vice-Chancellor, 2019

In 1967, La Trobe University opened its doors with a founding mission: to serve communities through greater access to higher education. For more than 50 years, we've provided a pathway to success to people from all walks of life and continue to transform the lives of individuals and communities.

Of all Australian universities, La Trobe is the most successful at combining accessibility with excellence. We've worked hard to develop a global reputation, while expanding our reach to seven campuses across Victoria and New South Wales. Our students gain the technical skills they need for the jobs of the future, but also the human strengths of resilience, passion, curiosity and empathy that are essential in a modern workplace.

Our world-class high-impact research addresses the major issues of our time. We are placed in the top 400 in all three major global rankings, and now rank in the top 1 per cent of universities worldwide<sup>1</sup>.

## Strategic Plan 2020-30

### A university for the public good in a COVID-19 affected world

La Trobe's [Strategic Plan 2020 – 2030](#) has been written in the context of the COVID-19 pandemic.

La Trobe is a university known for making a positive difference in the lives of our students, partners and communities. We will become an even more valued and relevant university because of the way we respond to their needs in this time of great local and national crisis.

Our aim is to emerge as a more resilient, future focused and necessarily more efficient institution that will thrive in a post-COVID world by being more sharply focused on the needs of our community, and by playing to our strengths in teaching and research.

Our university has always had a strong sense of social responsibility, undertaking teaching and research that is highly relevant to our community: economic prosperity, health and wellbeing, gender equality, cultural recognition and environmental sustainability.

The global impact of our teaching, research and resource use has been recognised internationally for their contribution to the United Nations Sustainable Development Goals<sup>2</sup>. We are leading in the fight against global warming by divesting from fossil fuels and becoming one of the first Australian universities to achieve zero net emissions in our operations.

<sup>1</sup> Times Higher Education World University Ranking 2020; Webometrics Ranking Web of Universities 2020

<sup>2</sup> Times Higher Education Impact Rankings 2020

# Introduction (continued)

## Our research

La Trobe University has a proud history of conducting research to address pressing societal needs. Our researchers work in partnership with community groups, industry and government to create opportunities and address issues of local, national and international importance. Our research positively impacts the communities we serve.

Our research is focussed on five priority areas linked to the United Nation's Sustainable Development Goals:

- the production of quality foods and medicines
- the protection and restoration of vulnerable ecosystems
- a healthy, safe and equitable life course for everyone
- understanding and preventing disease
- more just and equitable societies.

Working closely with Victoria's regional communities in the context of a globally connected world, La Trobe researchers are pursuing the following interrelated goals:

- Production of high-quality foods and medicines for improved health, reduced environmental impact and enhanced economies
- Protection and restoration of vulnerable ecosystems and community resilience in the face of environmental and climate threat
- A healthy, safe and equitable life course for everyone
- Application of discoveries in the fundamental sciences and developments in technology to understand and prevent disease – especially at the intersection of cancer, immunity, cardiovascular and infectious disease research
- More just and equitable societies.

Read more about our research vision and goals in our [Research 2030 Plan](#).



# Human Rights

**Principle 1:**  
Businesses should support and respect the protection of internationally proclaimed human rights

**Principle 2:**  
Make sure that they are not complicit in human rights abuses.



## Governance - Initiatives

The University has a range of policies in place to respect human rights and support a diverse and respectful learning community and workplace. Some of the key policies are:

- [Diversity and Inclusion \(Staff\) Policy](#)
- [Gender Equity Policy](#)
- [Charter of Student Rights and Responsibilities](#)
- [Student Behaviours Policy](#)
- [Workplace Behaviours Policy](#)
- [Sexual Assault Prevention and Response Policy](#)
- [Working with Children Policy](#)
- [Child Safety Policy](#)

These commitments are disseminated and embedded through various staff and student induction, training, and communications channels.

# Human Rights - Teaching and Research

## Initiatives

La Trobe's [Law School](#) offered the Human Rights Law subject in 2019 which considered the philosophical basis that underlies the international human rights framework and examined various methods for the enforcement or realisation of human rights at both an international and domestic level.

La Trobe's [Business School](#) which is a signatory to the United Nations Principles for Responsible Management Education ([PRME](#)) offered a number of subjects that covered human rights as well as other areas of responsible business, including:

- Responsible Leadership,
- Sustainable Development for Business, and
- Sustainability

In these subjects', students are introduced to the concept of sustainability and explore the evolving role of business in society through the lens of responsible leadership. They develop their ability to critically assess the role of the UN Sustainable Development Goals in contemporary organisations and apply a systems approach to understanding complex interactions between environmental, economic and social dimensions of sustainability.

La Trobe undertakes extensive research 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.

Members of the Centre for Health, Law and Society ([CHLS](#)) within La Trobe's Law School engage in research which critically examines how law influences the dynamics of patient-doctor relations and the provision of healthcare, definitions of health and ill-health, scientific and technological innovation in healthcare.

La Trobe's Violence Against Women Research Network ([LAVAWN](#)), aims to improve gender equity and reduce and prevent violence against women.

The Australian Research Centre in Sex, Health and Society ([ARCSHS](#)) conducts social research in sexuality, health and the social dimensions of human relationships. ARCSHS looks specifically at health and wellbeing in diverse sexuality and gender minorities, including same sex-attracted and gender diverse young people and older people, and explores the relationships between sexuality and other issues such as disability, mental health and alcohol and other drug consumption.

## Outcomes

Supporting Subject Enrolment Numbers:

Human Rights Law (LAW3HRL): 60 enrolments.

Responsible Leadership (BUA5RL): 82 enrolments.

Sustainable Development for Business (BUA5VED): 8 enrolments.

Sustainability (BUS1SBY): 1,178 enrolments.

Sustainability (BUS2SBY): 1,847 enrolments.

La Trobe Business School had its PRME Champion status extended to 2021.

Relevant recent research grants:

[Improving Spiritual Health Care for LGBT Australians](#) – Dr Timothy Jones

[Do no harm: Sexual exploitation and abuse in humanitarian operations](#) - Dr Jasmine-Kim Westendorf

[Childhood maltreatment and late modernity: public inquiries, social justice and education](#) – Dr Katie Wright

# Human Rights - Operational

## Initiatives

Australia's Modern Slavery Act 2018 commenced operation on 1 January 2019, creating reporting obligations for Australian entities that have consolidated revenue of at least \$100 million for the relevant reporting period (a financial year).

In accordance with the Act, La Trobe has prepared its first modern slavery statement, to be published prior to 30 June 2021.

## Outcomes

The Modern Slavery Working Group was established in January 2019 to ensure the University developed an effective Modern Slavery management framework to meet legislative compliance requirements.

The University is a member of the Australian Universities Procurement Network (AUPN). The AUPN is a collaborative network across the University sector (39 institution members) used by members to leverage best practice, to achieve successful procurement outcomes and to prepare Universities to strategically manage common challenges.

The AUPN established a Modern Slavery Working Group (MSWG) to lead and support member Universities in their response to the Modern Slavery Act 2018. The mission of the MSWG is to improve modern slavery reporting practices in Australian Universities through a collaborative approach focusing on sharing expertise and business intelligence, promoting the benefits of aggregated purchasing; promoting the benefits of good practice including disruptive technologies/ trends and professional education opportunities.

All Procurement processes and guides were reviewed and updated to ensure relevant inclusion of Modern Slavery related considerations and obligations.



## Labour

**Principle 3:**  
Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

**Principle 4:**  
The elimination of all forms of forced and compulsory labour

**Principle 5:**  
The effective abolition of child labour

**Principle 6:**  
The elimination of discrimination in respect of employment and occupation.



## Governance - Initiatives

La Trobe's recognition of the freedom of association and the right to collective bargaining are demonstrated through the University's [Code of Conduct](#) and our current [collective agreement](#) (2018), negotiated with bargaining representatives from the National Tertiary Education Union.

La Trobe University has a long-standing commitment to diversity, inclusion and social justice. We recognise our positive duty to eliminate discrimination, sexual harassment and victimisation. This is enshrined in our 2020-2030 Strategic Plan which states our commitment to, 'achieving equality of opportunity in education and employment.'

In 2020, to support La Trobe's 2020-2030 Strategic Plan, the University's Culture Strategy, Gender Equality Blueprint and Diversity and Inclusion Plan were consolidated into a single 2021 Equality and Inclusivity Plan. This plan supports La Trobe's ongoing commitment to greater diversity, inclusion and belonging for staff, students and communities. Programs of work previously seen as Human

Resources-led are now embedded in the business. Equality and inclusivity committees provide oversight of implementation, including La Trobe's pathway to silver accreditation under SAGE and increasing the percentage of women in senior leadership positions to 50% by 2022.

La Trobe continues to offer multiple staff-facing gender equity programs (e.g. the Women's Academic Promotions Support Program, Tracey Banivanua Mar Fellowships, Panel Pledge and in 2019, the inaugural Gender Diversity in Leadership Program – a 9-month program (informed through a cross-disciplinary think tank and developed in partnership with Nous Group) which enabled 20 female and gender diverse leaders to identify systemic obstacles to gender diversity in leadership.

La Trobe's approach to improving and maintaining the mental health and wellbeing of its community of students and staff is guided by the 2019-2022 Health and Wellbeing Strategy and Mental Health and Wellbeing Plan.



# Labour - Governance

## Initiatives (continued)

In 2020, the Vice-Chancellor commissioned a cross-functional Wellbeing Reference Group to inform the development of an integrated, University-wide approach to staff mental health and wellbeing. The reference group includes academic and professional representatives, working collaboratively to deliver an evidence-based, tailored approach to psychological health and safety in the workplace.

The La Trobe Strategic Plan 2020-2030 articulates a commitment to creating a safe, inclusive and high-performing culture through the cultural qualities of accountability, connectedness, innovation and care. Introduced in 2018, the annual 12-month Culture Influencers Leadership Development Program enables 20 high capability staff members to play a leadership role in driving cultural transformation.

## Outcomes

During 2020 La Trobe engaged with the National Tertiary Education Union to negotiate the Australian Universities Job Protection Framework. This resulted in a staff approved temporary variation to the collective agreement incorporating various measures aimed at minimising job losses as a result of the financial impacts of Covid-19. La Trobe was one of only four Australian universities to implement the industry and union negotiated framework.

We have been recognised as an Employer of Choice by the Workplace Gender Equality Agency (WGEA) since 2016 and, in 2019 received a [SAGE Athena SWAN Bronze Institutional Award](#) in recognition of our significant and ongoing commitment to gender equality and diversity. Vice-Chancellor Prof John Dewar is a Gender Pay Equity Ambassador with the Workplace Gender Equality Agency (WGEA), and a member of the [Male Champions of Change](#) (MCC) group, where he is now the Chair of the Women's Economic Security working group

In 2019, La Trobe also signed the Joint Sector Position Statement on gender pay equity – committing the University to 5 actions to address the gendered effects of COVID-19.

All recommendations from the Gender Diversity in Leadership Program were also endorsed in 2019:

- Articulating inclusivity goals,
- Defining roles of leaders and staff in relation to creating a culture of inclusion,
- Building awareness, and
- Disrupting existing recruitment, succession and performance systems)

La Trobe University was ranked number one in the world for gender equality, in the [2020 Times Higher Education Impact Rankings](#) which assesses universities against the United Nations' Sustainable Development Goals (SDGs).

'Our Wellbeing @ La Trobe' survey has been developed to identify workplace factors that contribute, positively or negatively to staff mental health and wellbeing.

Our cultural influencers leadership development program received a national excellence award for best leadership development program at the [2020 Australian HR Awards](#).

# Labour – Teaching and Research

## Initiatives (continued)

La Trobe's [2020-2030 Strategic Plan](#) details five key research themes including the following two equality focused themes:

- A healthy, safe and equitable life course for everyone; and
- More just and equitable societies.

La Trobe's Law School offered two relevant subjects in 2019 and 2020:

- Employment and Labour Relations Law, and
- Disability and the Law

In these subjects, students are introduced to the law of employment and labour relations, the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) and the legal mechanisms for their enactment in Australia. Students also evaluate the effectiveness of the international and Australian legal frameworks aimed to establish, protect, and support the exercise of rights for people with disabilities.

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 particularly focusses on students from low socio-economic status backgrounds, and is responsible for the oversight and reporting of the Higher Education Participation and Partnerships Programme ([HEPPP](#)).

## Outcomes

Supporting Subject Enrolment Numbers:  
Employment and Labour Relations Law (LAW3ELR): 193 enrolments.  
Disability and the Law (LAW5DAL): 28 enrolments.

During the 2020 academic year La Trobe taught 28,587 students, of this total:

- 61% of students were female,
- 37% of students were first in family to attend university,
- 27% of students were mature aged (>25 yrs old),
- 18% of students came from low socio-economic status backgrounds,
- 8% of students registered a disability, and
- 1% of students identified as indigenous.

Relevant recent research grants:  
[Leading change on violence against women through the health sector](#) – Dr Kayli Wild

Dr Sallie Yea was appointed the 2021 Tracey Banivanua Mar Fellow. During her Fellowship Dr Yea will develop a research program that examines human trafficking and modern-day slavery in the global seafood industry, as well as other sectors. She will critically examine the gaps in current responses to these human rights problems, including what makes people vulnerable to trafficking and slavery, how they can be better protected, and how justice for survivors may be bettered accessed.

# Labour - Operational

## Initiatives

La Trobe has a range of initiatives dedicated to the elimination of discrimination in respect of employment and occupation, captured in the 2021 Equality and Inclusivity Plan and the SAGE Athena SWAN Action Plan 2019-2024.

Our 2021 Key Priority Areas are to:

- Strengthen strategy, leadership and accountability,
- Develop a more diverse, gender balanced and inclusive workforce,
- Ensure pay equity and economic security,
- Enhance flexibility and support for caring,
- Comprehensively integrate equality and inclusivity in daily business, and
- Proactively eliminate discrimination, sexual harassment and bullying.

There are number of current initiatives that fall under these areas, including:

- Annual gender pay gap reporting,
- Respect Now Always Program of Work,
- La Trobe Cultural Competency Toolkit,
- The Panel Pledge,
- Inclusive Events Guide,
- Gender Diversity Fact Sheet,

- Gender Inclusive Language Fact Sheet,
- Inclusive Data Collection Fact Sheet,
- Gender transition guide for staff and students,
- Women's Academic Promotions Support Program,
- Tracey Banivanua Mar (Career Interruption) Fellowship,
- Carers Travel Support Fund, and
- La Trobe's Disability Action Plan.

Through our focus on health and wellbeing we continued to deliver a variety of programs to support staff physical and mental health and wellbeing, including:

- Employee Assistance Program (EAP),
- EAP Group support sessions,
- Peer Connect community-building, development and support sessions,
- Discounted psychology clinic access
- Staff exercise sessions and discounted gym membership, and
- FlourishDX – integrated Workplace Psychological Health, Safety and Wellbeing Management app.

## Outcomes

One of the key actions in our SAGE Athena SWAN Action Plan is the Panel Pledge. The Pledge is a practical action every member of staff can take to increase the visibility and contribution of women and gender diverse leaders in public and professional forums. Signatories of the Pledge commit to playing their part in ensuring seminars, conferences, keynote lectures and symposiums are gender diverse and inclusive.

Since our previous report, La Trobe has continued to fund a number of [Tracey Banivanua Mar Fellowships](#) (5 fellows appointed since 2019), named in honour of a much-esteemed member of the Department of Archaeology and History who sadly passed away in 2017, cutting short a stellar academic career. The 3-year, part-time positions enable eligible researchers to develop or re-establish their careers where they have been interrupted or delayed by childbearing, child-rearing or other caring duties.

The Women's Academic Promotions Support Program ('WAPs', as it is affectionately known), is a peer support program for academic women seeking promotion. To date, 238 women have taken part in the WAPS Program (approximately 30% of female academics) and 90 have been promoted with a 98% success rate.



# Environment

**Principle 7:**  
Businesses should support a precautionary approach to environmental challenges;

**Principle 8:**  
Undertake initiatives to promote greater environmental responsibility; and

**Principle 9:**  
Encourage the development and diffusion of environmentally friendly technologies.



## Governance - Initiatives

We apply a risk-based approach to managing environmental impacts related to our operations.

Our [Environmental Sustainability Policy](#) states our commitment to implementing, maintaining and continually improving environmental management processes to reduce our environmental footprint. This commitment is operationalised through an integrated (Quality, Occupational Health & Safety and Environment) management system certified to the relevant international standards including ISO 14001.

We also recognise the extreme risks climate change poses to the economic, ecological and social futures of our students, staff and communities, both local and international. The La Trobe Net Zero program has been established to transition the University's operations to net zero emissions by 2029. The La Trobe Climate Network has been established to bring together academics across the University whose research and teaching engages with the challenges faced by climate change and climate resilience.

## Outcomes

Convened the [La Trobe Climate Network](#) and published the University's Climate Change Position Statement.

Committed to achieving carbon neutral status by 2029 and established the [La Trobe Net Zero](#) program to achieve this commitment.

Selected as a finalist in the 2020 Australasian Green Gown Awards in the [2030 Climate Action](#) Category.

# Environment – Teaching and research

## Initiatives

La Trobe's [2020-2030 Strategic Plan](#) released in 2020, details five key research themes including the following two environment focused themes:

- Production of high-quality foods and medicines for improved health, reduced environmental impact and enhanced economies.
- Protection and restoration of vulnerable ecosystems and community resilience in the face of environmental and climate threat.

We use our world-class facilities and expertise in agricultural biotechnology, ecological science and water policy to help address the challenges of securing our food, water and the environment into the future. We have three centres focused on environmental research:

- [Centre for Freshwater Ecosystems](#)
- [Research Centre for Future Landscapes](#)
- [Research Centre for Applied Alpine Ecology](#)

We are also members of the following collaborative research centres with other research organisations, industry and government bodies:

- ARC Centre for Excellence in Plant Energy Biology
- [Mallee Regional Innovation Centre](#)
- [Plant Biosecurity Cooperative Research Centre](#)

In 2020 we launched the \$500,000 [Net Zero fund](#) which supports research initiatives that advance energy efficiency, sustainability and lighting solutions.

La Trobe's Schools of Business, Law, Molecular Sciences and Humanities and Social Sciences offered several environment related subjects in 2019 and 2020 including:

- Climate Change Economics and Policy,
- Climate Law,
- International Politics of Climate Change,
- Principles of Environmental and Resource Economics, and
- Climate, Sustainability and Society

In these subjects, students address specific environmental issues including biodiversity protection, climate change, carbon markets, water governance and mining. Students consider environmental principles, the economic, political and social factors that continue to shape the law in this area and analyse regulatory approaches to environmental protection.

La Trobe's Department of Ecology, Environment and Evolution offers a range of environment focused courses including the Bachelor of Wildlife and Conservation Biology which draws on many areas of science including botany, genetics and zoology to teach the application of ecological concepts to the conservation of species and ecosystems.

## Outcomes

Supporting Subject Enrolment Numbers:  
 Environmental Law (LST2EL): 87 enrolments.  
 Climate Change Economics and Policy (ECO3CCE): 959 enrolments.  
 International Politics of Climate Change (POL3IPC): 351 enrolments.  
 Climate, Sustainability and Society (ENV1CSS): 297 enrolments.  
 Principles of Environmental and Resource Economics (ECO2ERE): 414 enrolments.  
 Bachelor of Wildlife and Conservation Biology: 200 enrolments.

Relevant recent research grants:  
[Rivers of Gold: The Legacy of Historical Gold Mining for Victoria's Rivers](#) – Prof Susan Lawrence  
[Parched: cultures of drought in regional Victoria](#) – Prof Katie Holmes  
[A general theory for ecological trait-strategy dimensions](#) - A/Prof Heloise Gibb  
[Integrating genomics into native fish management to promote persistence](#) - Dr Katherine Harrison  
[The role of common species in biodiversity turnover and function](#) - Prof Melodie McGeoch  
[Ecological role of sleep in maintaining optimal brain function in birds](#) - Dr John Lesku

# Environment - Operational

## Initiatives

Through our integrated management system, we have committed to a range of environmental performance improvement [targets](#) and related initiatives and monitoring/evaluation processes. Based on our identified significant impacts our efforts are focussed on:

- Reducing greenhouse gas emissions and fossil fuel consumption,
- Avoiding material waste generation and disposal to landfill,
- Reducing potable water use,
- Improving the health of the ecosystems that we operate within, and
- Improving the environmental management of our service partners.

Initiatives completed over the previous two years include:

- Stage 1 of our LED Lighting Upgrade, which included installing 24,000 energy efficient LED lights across 100 buildings.
- Installation of 7,500 rooftop solar panels at our Melbourne Campus in Bundoora,
- Construction of solar carports at the [Bendigo](#) and [Albury-Wodonga](#) campuses,

- Installation of a battery storage system connected to rooftop solar PV at the Mildura campus,
- Installation of rooftop solar PV and electric heat pump hot water systems at 16 regional student accommodation facilities,
- Adoption of our [2020-2022 Waste Management Strategic Plan](#)
- Separation and onsite processing of organic waste at our Bundoora and Bendigo campuses and transition to supply of compostable packaging by all campus retailers,
- Installation of additional rainwater harvesting infrastructure on our Bendigo and Bundoora campuses,
- Development of our first 6 star GreenStar accredited facility ([La Trobe Sports Stadium](#)), and
- Revegetation of degraded areas of our Melbourne (Bundoora) campus landscape with indigenous plants grown at our nursery located on the [Nangak Tamboree Wildlife Sanctuary](#).

## Outcomes

La Trobe's Net Zero program was selected as a finalist in the [2020 Australasian Green Gown Awards](#).

Annual greenhouse gas emissions reduced by >7,000 tonnes of CO<sub>2</sub>-e through renewable energy and energy efficiency initiatives.

Resource recovery rate (% of total material waste reused or recycled) has increased from 32% in 2018 to 43% in 2020.

>10,000 indigenous plants propagated and planted on our Bundoora campus.

>20,000 indigenous plants propagated by our Nangak Tamboree Wildlife Sanctuary indigenous nursery and sold to local councils to assist with their local biodiversity improvement programs



# Anti-Corruption

Principle 10:  
Businesses should work against corruption in all its forms,  
including extortion and bribery.



## Governance - Initiatives

The University's fraud and corruption risks are assessed using a process compliant with the Australian Standard for risk management (ISO/AS/NZS 31000:2009).

La Trobe's Risk Management Office has established a Fraud and Corruption Control Enhancement Plan, which acts as a central register of the University's exposure to fraud and other serious corrupt behaviours. The plan is used to prioritise:

- areas requiring internal audit work,
- the design of fraud and corruption detection tests,
- accountability of associated fraud risks, and
- investigation work required to be performed.

The Risk Management Office maintains the plan, which is subject to regular updates when:

- new activities are introduced that have a risk of fraud,
- following the conduct of an audit or investigation, and
- following the periodic Fraud Self-Assessment process

Relevant published documents:

- [Fraud and Corruption Control Policy and Procedure](#)

# Anti-Corruption

## Initiatives – Teaching and research

La Trobe's Business School offered several anti-corruption related subjects in 2019 and 2020 including:

- Introduction to Business Law and Ethics
- Forensic Accounting

In these subjects' students are exposed to ethical standards that apply to business, particularly regarding contractual relationships, responsibility for harm, and legal protections against unethical conduct in the business world. The forensic accounting subject specifically focuses on the fraud examination aspects of forensic accounting.

## Initiatives – Operational

Initiatives undertaken over the past 2 years in relation to Fraud and Corruption Control included:

- Enhancing reporting to the Governance committee,
- Establishing a Fraud and Corruption Control Taskforce which comprises of Subject Matter Experts (SME's) from around the University
- Redeveloped the Fraud and Corruption Control Policy and Procedure, and
- Established a Fraud and Corruption Control Framework.

## Outcomes

Supporting Subject Enrolment Numbers:  
Introduction to Business Law and Ethics (LST2BSL):  
2,785 enrolments.

Forensic Accounting (ACC3FOA): 111 enrolments.



An aerial photograph of the La Trobe University campus in Melbourne, Australia. The image shows a large, modern university complex with multiple buildings, including a prominent glass-fronted building in the foreground. The campus is surrounded by greenery, trees, and parking areas. In the background, a residential neighborhood and a forested hill are visible under a clear sky.

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