



Curtin University

Guidelines for Working and Studying at Offshore Locations: Information for Curtin Staff and Students of Diverse Sexualities and Genders, and Other Minorities

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1. Curtin University currently operates campuses in four offshore locations (Singapore, Malaysia, Dubai and Mauritius) and has a range of partnerships that potentially engage staff and students in teaching and research activities in many other countries around the world. This global outreach is consistent with Curtin's positive mission to transform lives and communities through education and research, and its 2030 vision to be a recognized global leader in research, education and engagement.
2. Curtin acknowledges that legal and other forms of discrimination may occur towards people of diverse sexualities and genders, as well as other minorities, in many countries that staff and students visit for work and study, including those in which Curtin maintains offshore campuses or other partnerships.
3. Within the legal and regulatory boundaries of each of its campuses, Curtin remains committed to promoting Curtin values and signature behaviours, and the observance of its policies, including those relating to diversity and equity. As a general rule, all of Curtin's support processes for staff and students apply domestically and internationally, consistent with requirements laid down as part of Australia's Higher Education Standards Framework.
4. Curtin staff and students are required to comply with local laws relevant to our overseas campuses and the countries they visit, and this potentially creates risks for people of diverse sexuality and gender, and other minorities. For this reason, Curtin does not require any staff member or student to travel to an overseas location where there is a risk that they may face legal or systemic discrimination. Importantly, refusal to travel to a particular country will not provide any impediment to either course (student) or career (staff) progression within Curtin.
5. Furthermore, agreements with international campus partners require equivalent experience for all students regardless of location and these agreements are monitored annually. Standards are embedded in contracts for student welfare, counselling, support and wellbeing underpinned by compliance with the Higher Education Standards Framework - Standard 2.3 Wellbeing & Safety: safety and wellbeing of staff and students; Standard 2.4 Student Grievances & Complaints: access to effective mechanisms to address students' grievances should they arise. Support is also available through International SOS (counselling), Curtin Counselling Service, Curtin's Safer Community Team and Curtin's Employee Assistance Provider, Assure.
6. Prior to booking any official travel arrangements, staff and students are required to consult the travel advisories for the countries they propose to visit, as published by DFAT. These advisories provide clear and up to date advice on legal and other issues that may affect the personal safety and well-being of staff and students of diverse sexualities and genders, as well as other minorities, in those countries. Curtin's travel process automatically sends an International SOS country security and medical briefing to all Curtin staff and students travelling internationally. Staff and students are also asked to consult the relevant 'Global Workplace Briefings' provided by Stonewall, available on their [website](#), for detailed information on specific countries.
7. If staff or students are detained in a foreign country, Curtin provides 24/7 incident support for them, and this includes our overseas campuses. Curtin also has a 24/7 assistance service through International SOS which provides medical, security and safety assistance for Curtin travellers worldwide. International SOS will reach out to Amnesty International or other similar local NGO organisations to seek the best legal representation for the staff or students should these individuals be detained and will also encourage them to notify DFAT or corresponding embassy for non-Australians. International SOS have standing instructions to immediately respond should a member from the Curtin community call for assistance anywhere in the world – early and discreet response on the ground gives the caller the best

outcomes for a safe return home. Curtin maintains various insurance covers to assist in incident support for our staff and students including corporate protections which allow for detention risk. Support is also available through International SOS (counselling), Curtin Counselling Service, Curtin's Safer Community Team and Curtin's Employee Assistance Provider, Assure.

8. It is important to note that, in some countries, Curtin and/or the Australian Government may be limited in its ability to use diplomatic and/or legal channels to assist students or staff who are detained or discriminated against. In some countries, for example, it is illegal for organisations to provide counselling support relating to sexuality and gender issues.
9. Curtin is committed to ensuring that curriculum content and materials provided to students and staff in any of its offshore locations do not contravene local laws and regulations, or place the safety or well-being of either staff or students in those locations at risk. The responsibility for this rests with the PVCs of each offshore campus, Deans (Learning and Teaching), course coordinators, unit coordinators, and teaching staff. Staff must be provided with training and regular updates to ensure that they are kept fully informed on the potential risks faced by staff and students associated with curriculum content and delivery in international locations.
10. Complaints or feedback relating to discrimination at Curtin (including at its overseas campuses) can be submitted via our Complaints Portal or other Integrity & Standards Unit communication channels. All complaints are addressed according to the standard resolution processes. Curtin's Diversity and Equity Unit is available to provide advice and support to both staff and students on matters relating to discrimination.

