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## **Courageous Conversations: addressing integrity issues with humanity**

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# Courageous Conversations @MQ

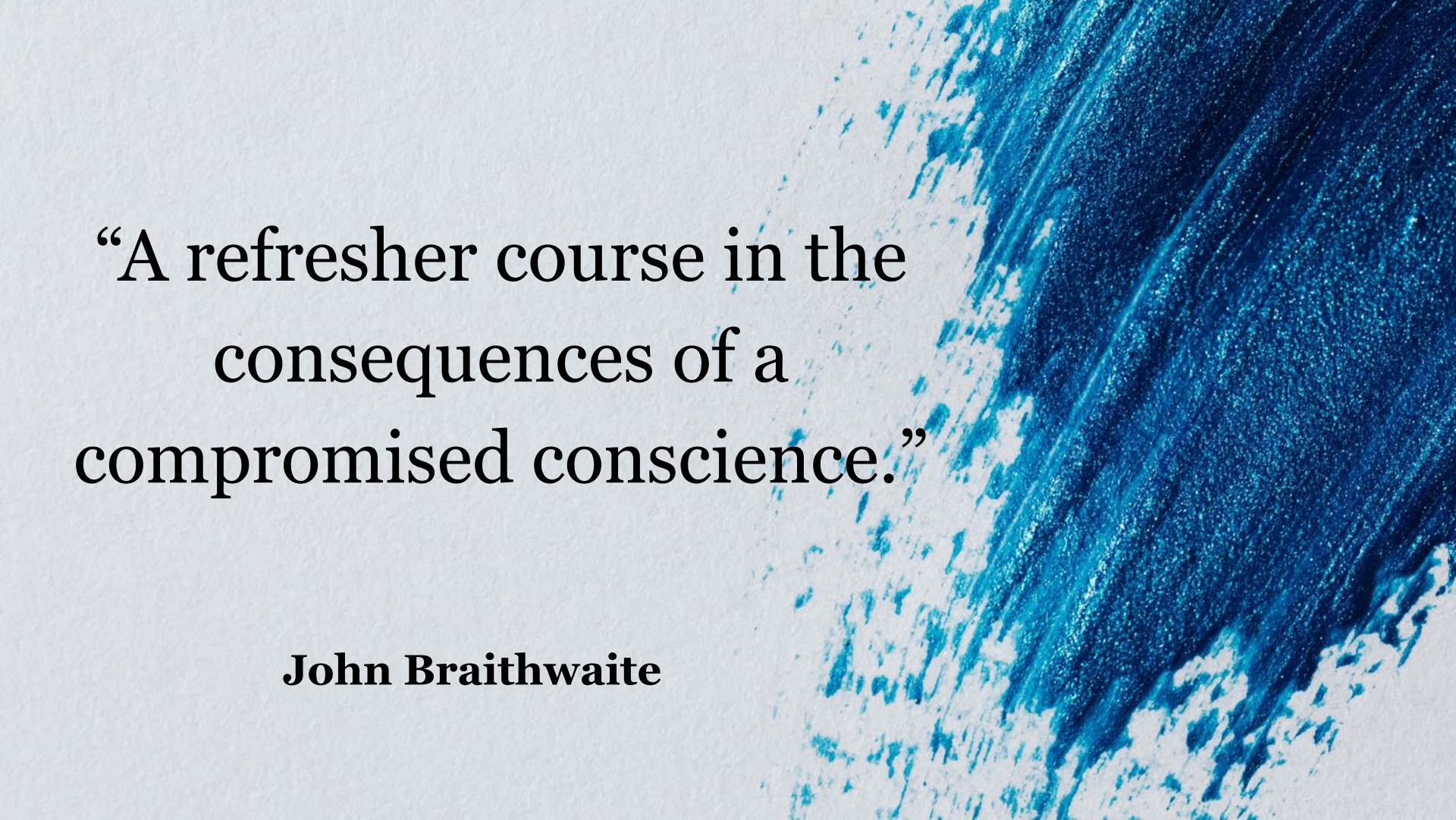


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**What are Courageous  
Conversations?**



“A refresher course in the  
consequences of a  
compromised conscience.”

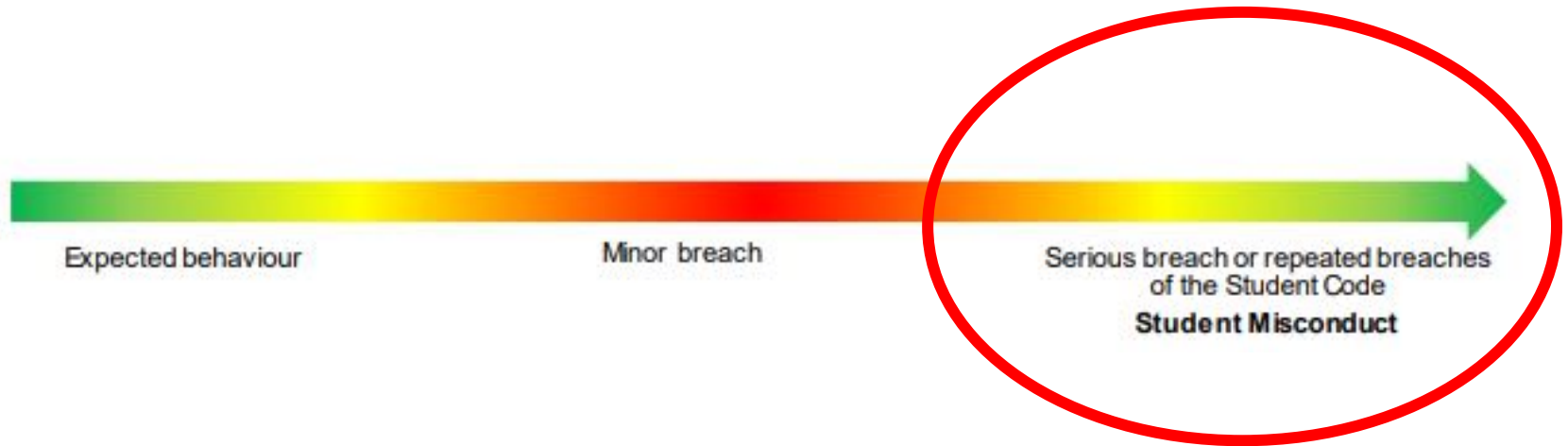
**John Braithwaite**

# Wrongdoers vs Learners

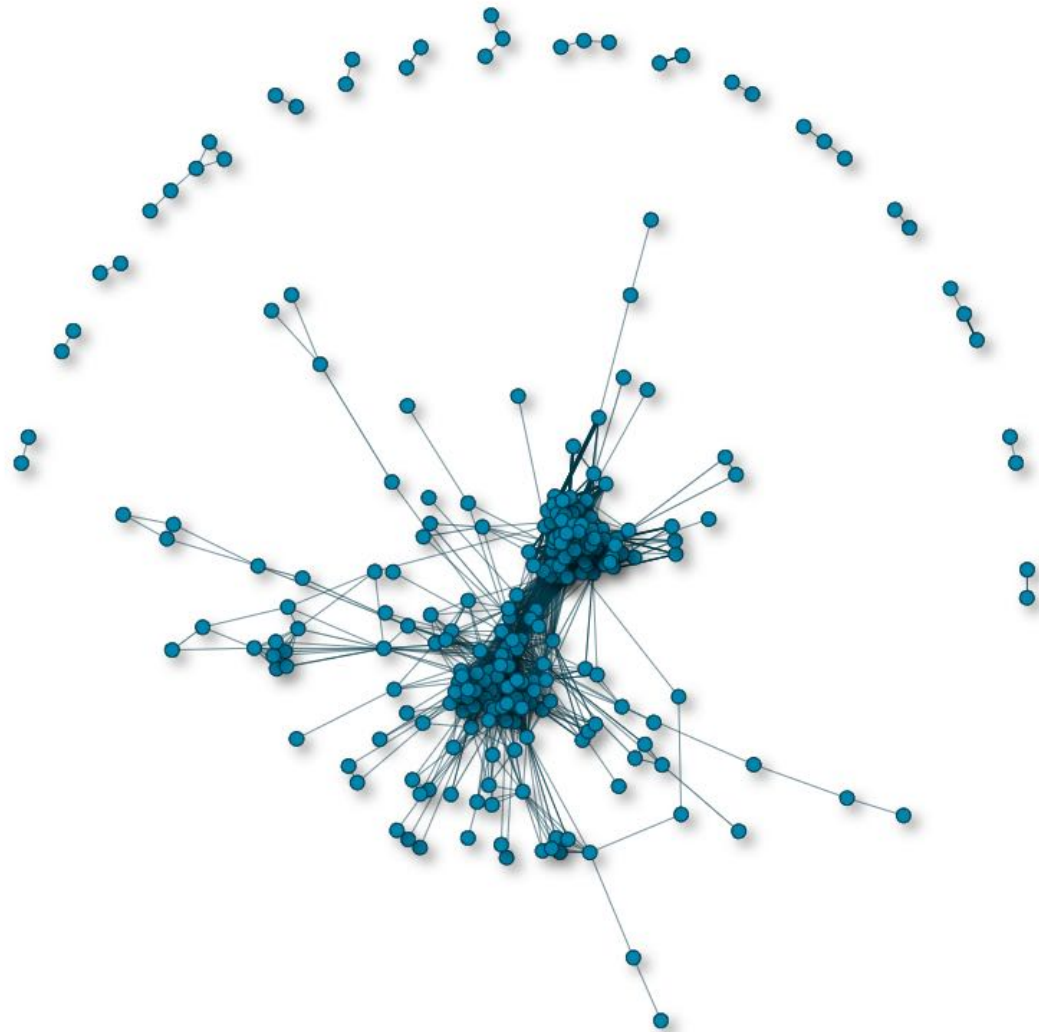


**We need to remember that we are educators, and not punishers.**

# Spectrum of student behaviours



# The scale of cheating



The image features two human hands, palms facing each other, raised in a gesture of agreement or approval. The hands are positioned on the left and right sides of the frame, framing the central text. The background is a solid, light blue color. The text is written in a bold, dark blue, sans-serif font.

**FOLLOW  
THE RULES!**





A close-up, black and white photograph of a hammer head and handle. The hammer head is on the left, showing a curved claw and a flat striking face. The handle is on the right, appearing to be made of wood with a rough, textured surface. The background is dark, and there are many small, bright white specks scattered throughout, suggesting sparks or dust. The text "Bringing down the hammer" is overlaid in white, sans-serif font in the upper right quadrant.

Bringing down  
the hammer



**Give them a  
scare**



**So, what's the  
problem?**

# The Punisher

A close-up photograph of a judge wearing a black robe and a traditional wig. The judge has a long white beard and is wearing glasses. He is looking directly at the camera with a serious expression. In his right hand, he holds a wooden gavel with a brass head. His left hand rests on a stack of old, worn books on a wooden desk. A yellow and black striped 'CAUTION' sign is placed on the desk in front of him. The background is dark, making the judge and the desk the central focus.

**CAUTION**





**Slow, but  
not always  
steady**



**HOW  
MUCH  
DOES IT  
COST?**



- Time
- Emotion
- Staff
- Wellbeing  
demands



**What do  
we gain?**



# Transition



PRINCIPLES

# Education



A close-up photograph of a person's hands, which are clenched into fists and held together by metal handcuffs. The person is wearing a dark blue or black short-sleeved shirt. The background is blurred, showing vertical bars, suggesting a prison or a place of confinement. The lighting is dramatic, highlighting the texture of the skin and the metallic sheen of the handcuffs.

Focus on the person

and not the “crime”

# Partnership



Justice







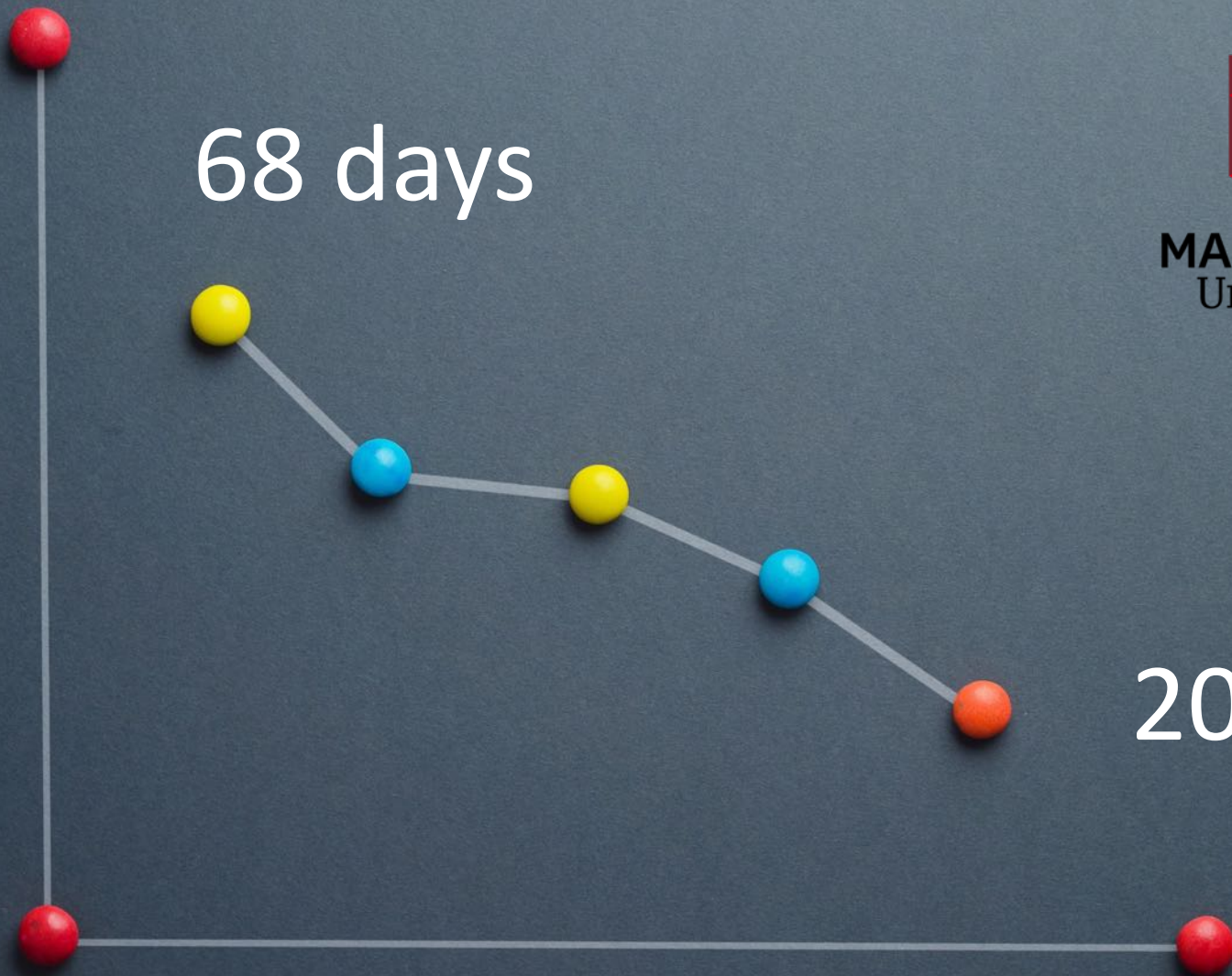
**EFFICIENCY**



**MACQUARIE**  
University

68 days

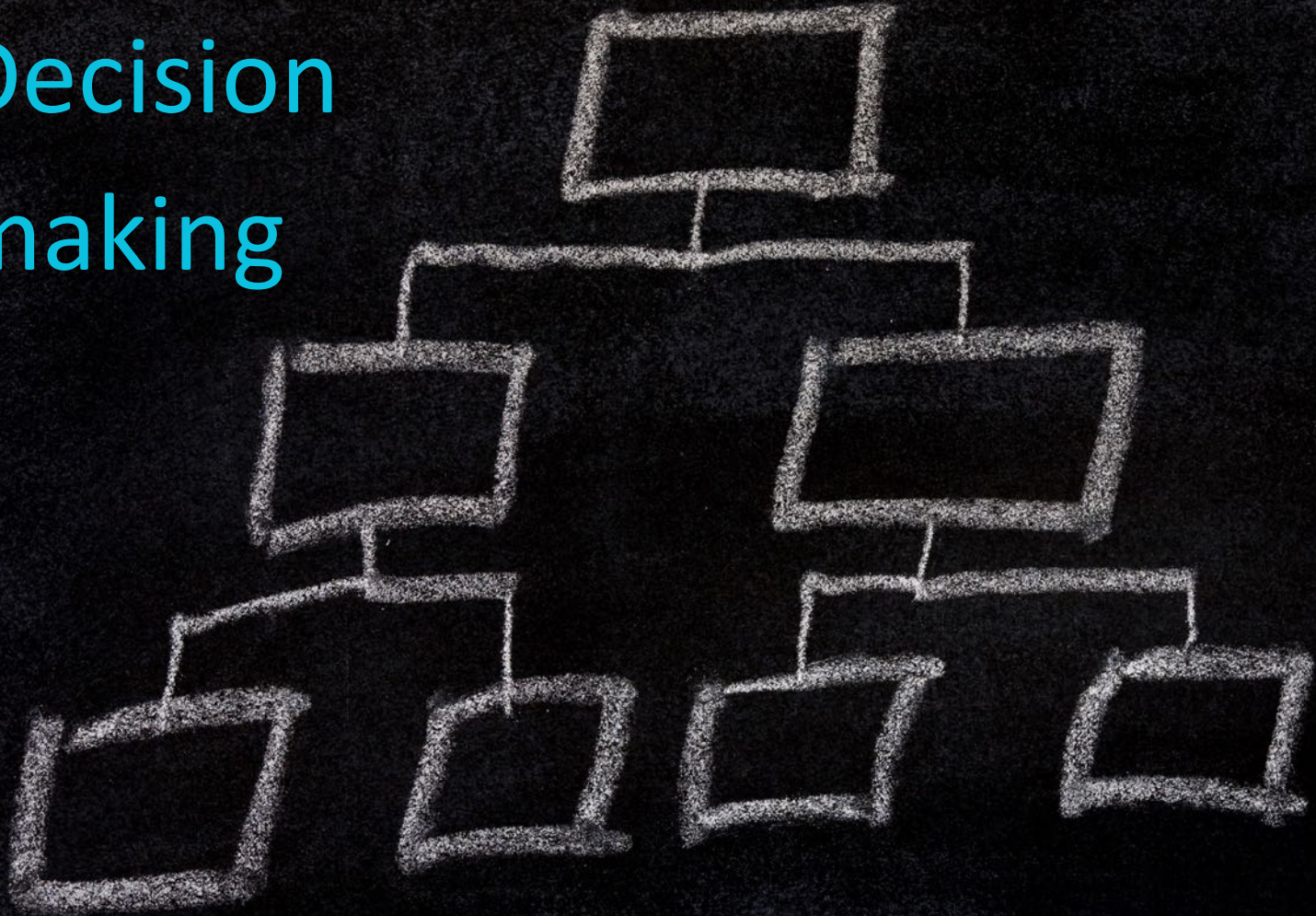
20 days





**POLICY**

# Decision making



Step-by-step



**TRIAGE**



# Elements to consider

Scope

What is the breach?

Evidence to support?





**CONTACT US**



# De-escalating Emotion



# **Words to avoid**

**Guilt**

**Allegation**

**Sanction**

**Email**

**Zoom**

**in-person**

**Let students  
decide**



Listen to what they're saying



A high-angle photograph of a light-colored concrete path that winds through a lush green lawn. The path starts from the top center, curves to the right, then back to the left, and continues towards the bottom right corner. The grass is vibrant green and appears well-maintained. The overall scene is bright and clear, suggesting a sunny day.

# **Responses and outcomes**

# Penalties



**circumstance**

# What are the benefits of a Courageous Conversation?

- 
- Students acknowledge their mistakes
  - The misconduct outcomes match the learning outcomes
  - Students remain part of our learning community
  - Reduced burden on staff, resources, workload and emotional costs
  - Retains focus on education, and not punishment.
  - Most students appreciate that they were treated fairly





## Webinar Session feedback

## With thanks from your hosts

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**Recording available**  
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**We will be back in 2024**

