



# RESPECT, NOW, ALWAYS

**SAY NO** TO:

Bullying, Sexual Harassment and Discrimination

## UQ COLLEGE STUDENT INFORMATION

UQ College wants you to get the most out of your studies and enjoy your time at the College, ensuring a study-life balance and that you are seeking help at an early stage if you are experiencing bullying, sexual harassment and discrimination.

This booklet is to assist you on your journey throughout your program, to enable you to be able to identify bullying, sexual harassment or discrimination and have the knowledge to access available help should you need it. If you experience these behaviours in any form, then we encourage you to take action as outlined in this information and the resources that are available to you.

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SEXUAL

HARASSMENT

IS NEVER OKAY

IF THIS HAS HAPPENED TO YOU, YOU ARE  
NOT TO BLAME AND YOU ARE NOT ALONE.

UQ College  
[admin@uqcollege.edu.au](mailto:admin@uqcollege.edu.au)

**UQ College is committed to fostering an environment in which staff and students are treated with integrity and respect. College students are encouraged to raise any concerns regarding bullying, sexual harassment and discrimination that they experience during the course of their studies.**

## **What is bullying, sexual harassment and discrimination?**

### **What is bullying?**

Bullying is defined as the less favourable treatment of a person by another or others in the workplace, which may be considered unreasonable and inappropriate. It meets the following criteria:

- It is repeated
- It intimidates, offends, degrades or humiliates
- A reasonable person would consider the behaviour inappropriate

Examples of bullying include:

- Shouting or abusive and offensive language
- Unreasonable and unjustified criticism
- Deliberate exclusion, isolation or alienation from workplace activities
- Inappropriate comments about personal appearance
- Setting unrealistic expectations or impossible deadlines

### **What is not bullying?**

It is important to differentiate between bullying and a person's legitimate work authority. For example, all supervisors and academics can provide critical feedback on performance and behaviour relevant to student development within the program. Staff in workplaces can also provide feedback and direction to each other in the workplace as appropriate to their role. It is common that people may have differing points of view or opinion, however criticism and feedback should always be delivered in a respectful and appropriate manner that does not seek to humiliate or offend.

If you are ever unsure about the appropriateness of a person's behaviour it is always suggested that you first discuss the behaviour with a trusted colleague or supervisor.

## **What is sexual harassment?**

Sexual harassment can be defined as any unwanted, unwelcome or uninvited behaviour of a sexual nature which results in a person feeling humiliated, intimidated or offended. It can include unsolicited acts of physical intimacy, sexual demands or requests, remarks with sexual connotations and/or unwelcome conduct of a sexual nature.

Examples of sexual harassment include:

- Physical contact such as patting, pinching or touching
- Sexual propositions
- Remarks or insinuations about a person's sex life or private life
- Suggestive comments about a person's appearance or body
- Unwanted sexual attention using internet, social networking sites and mobile phones

## **What is discrimination?**

Discrimination is the less favourable treatment, or proposed less favourable treatment of a person on the basis of an attribute contained within Commonwealth and State anti-discrimination legislation. Examples of the attributes include gender, relationship status, parental status, age, race, sexuality and religious belief or activity. The key feature that distinguishes discrimination from bullying is that it can occur as a single event.

## **What can I do?**

Experiencing or witnessing bullying, harassment or discrimination can be distressing, stressful and disempowering. There are several actions that you can take to both work towards a resolution and seek personal support.

## **Seek support**

There are many emotions that may accompany such an experience. Students are encouraged to seek support so you do not feel isolated and that you are prioritising your wellbeing.



People seek support for such events in different ways, so you have a few options regarding this. Some people prefer to turn to their family, friends and personal networks for support. You may also prefer to speak confidentially with your General Practitioner. Even when you have family or friend support, many people find that an objective and supportive person can also add value to helping you at this time. Seeking support can also assist you to talk through the situation, process your options, and help inform your decision making. Support options are available for you to explore: *See support contacts*.

## Seek issue resolution

You have options for taking the matter further which are both informal and formal. It is always recommended that you seek the advice and perspective of a trusted person or people to help inform your decision making.

## Informal resolution pathway

In some cases, and depending on the severity of the situation, you may decide to approach the situation by directly addressing the issue with the person or people involved. You can speak up directly after an incident or situation has occurred, or you can choose to make contact with the person or people post-situation. Things you might want to consider when deciding whether and how to progress are:

- The timing and environment in which you address the situation
- Issues related to confidentiality
- Your own feelings and emotions
- The other person's perspective
- The possibility that the other person/s may not be aware of the impact of their behaviour
- Approaches and strategies for giving constructive feedback

You may decide that informal resolution is not possible for your situation. Common reasons for a person not progressing with informal resolution include:

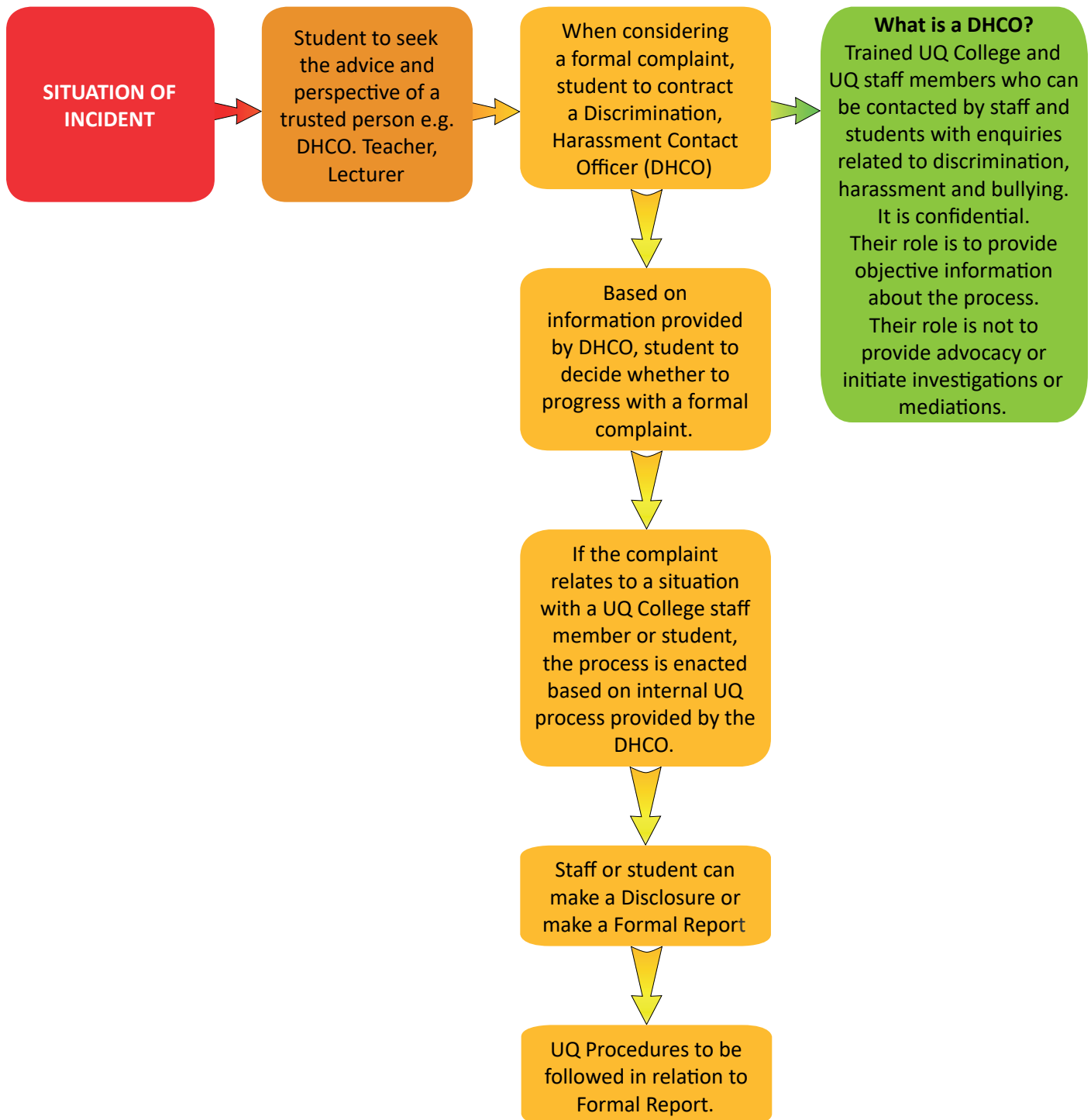
- The severity of the event
- Fear of reprisal
- The seniority or role of the person / people involved
- An assessment that the likelihood of addressing the situation informally will have a poor outcome

The flowchart on the next page gives you an overall understanding of a more formal resolution pathway



# BULLYING, HARASSMENT AND SEXUAL HARASSMENT

## The Formal Resolution Process



### In Conclusion:

You should not accept any form of bullying, sexual harassment or discrimination in your studies with us. The contacts on the next page will help you work through any such issues that may present during your studies with us.

Terms Used:

**DHCO** (Discrimination Harassment Contact Officer)

**SHOC** (Student Help on Campus)

UQ College & The University of Queensland Contacts:	Contacts Outside of The University of Queensland:
UQ College DHCO Robyn Tyler robyn.tyler@uqcollege.edu.au Phone: 3346 1695 Mobile: 0419 117 245	QLD Doctors' Health Program Phone: 3833 4352 www.dhasq.org.au
Sexual Misconduct Support Team Phone: 3443 1000 sexualmisconductsupport@uq.edu.au	Beyond Blue Support Service Phone: 1300 22 4636 www.beyondblue.org.au
UQ Union SHOC Phone: 3346 3400 shoc@uqu.com.au	Lifeline Crisis Support & Suicide Prevention Phone: 13 11 14 www.lifeline.org.au
UQ Healthcare www.uq.edu.au/healthservice	Please be aware that you can contact any of The University of Queensland DHCO's even if they are not specific to St Lucia Campus.





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