

Integrity Framework

UQ is a statutory body operating under the *University of Queensland Act 1998*.
The Vice-Chancellor is the Chief Executive Officer and is conferred the powers to perform and delegate the functions of the University.



In exercising these powers, the Vice-Chancellor has defined UQ's:

Vision	Knowledge leadership for a better world.					
Mission	Our core purpose is to deliver for the public good through excellence in education, research and engagement with our communities and partners – locally, nationally and globally.					
Values	Creativity	Truth	Integrity	Excellence	Courage	Respect



At UQ, we always act with integrity.
As stewards of the University's resources and reputation, we are honest, ethical and principled. In practice, this means:

We behave appropriately in interacting with our colleagues, students and community	We are prudent and accountable in our use of public money	We maintain an honest, ethical and conscientious research culture
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UQ ensures these expectations are delivered by:

Setting out our expectations in policy and procedure	Enacting these expectations through appropriate accountabilities and governance groups	Ensuring these expectations are being upheld through monitoring, compliance and assurance	Building staff understanding of these expectations through education, training and communication	Using all of these to feed continuous improvement in delivery of UQ's Integrity Framework
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Integrity Framework

We behave appropriately in interacting with our colleagues, students and community

We are prudent and accountable in our use of public money.

We maintain an honest, ethical and transparent professional, academic and research culture

Our expectations are set out in:

- UQ values
- Staff Code of Conduct
- Alcohol and Other Drugs Policy
- Complaints Management Policy
- Privacy Management Policy
- Health, Safety and Wellness Policy
- Privacy Management Policy
- Sexual Misconduct Prevention and Responsible Policy
- Diversity, Equity and Inclusive Behaviours Policy
- Freedom of Speech and Academic Freedom Policy

- Code of Conduct
- Asset Management Plan
- Consultancy, Secondary Employment and Internal Work Policy
- Conflict of Interest Policy
- Financial policy suite
- Procurement Policy
- Fraud and Corrupt Conduct Policy
- Public Interest Disclosure Policy
- Third Party Hire Policy
- Travel Policy
- Information & Communication Technology (ICT) Policy

- Staff Code of Conduct
- Student Code of Conduct
- Responsible Research Management Framework Policy and underlying policies and procedures

We ensure staff understand these expectations through:

- Mandatory training, including:
 - Staff Code of Conduct
 - Aboriginal and Torres Strait Islander Cultural learning
 - Appropriate workplace behaviour
 - Privacy at UQ
- Cyber security awareness
- Health, safety & wellness induction
- Recommended training, including:
 - People & culture training suite (incl. discrimination; recruitment; disability)

- Mandatory training, including:
 - Staff Code of Conduct (includes Code of Conduct, conflict of interest, fraud & corruption awareness)
 - Annual fire safety awareness
 - Cyber security awareness
- Recommended training, including:
 - Finance training suite (e.g. Procurement; Budgeting)

- Mandatory training, including:
 - Staff Code of Conduct
 - Responsible Conduct of Research at UQ (mandatory HDR students only)
- Recommended training, including:
 - Higher Degree by Research training suite

The expectations are enacted by:

- Workplace relations activities
- Integrity Unit activities
- UQ leadership framework
- Staff APD processes
- Complaints management processes

- Workplace relations and Integrity Unit activities
- UQ Leadership framework
- Conflict of interest and secondary employment registers
- Foreign interest disclosures
- UQ's Procurement Policy and Procedures
- Complaints management processes

- Networks of research integrity advisors
- Workplace relations and Integrity Unit activities
- Conflict of interest registers
- Foreign interest disclosures
- Sensitive Research Register
- Complaints management process

We ensure these expectations are upheld through:

- Complaints Management Committee
- UQ Internal Audit Program
- Annual UQ Pulse Survey data
- Exit Survey data

- Complaints Management Committee
- UQ Internal Audit Program
- QAO Program participation
- Actively seeking our partners demonstrate they meet our integrity values through our procurement processes.

- Complaints Management Committee
- UQ Internal Audit program
- Animal ethics committees
- Human ethics committees
- Human research ethics review plans
- Commercialisation Pathways Advisory Group, and Research Office compliance mechanisms

We use the learnings from the above measures to feed continuous improvement in delivery of UQ's Integrity Framework and constituent activities.