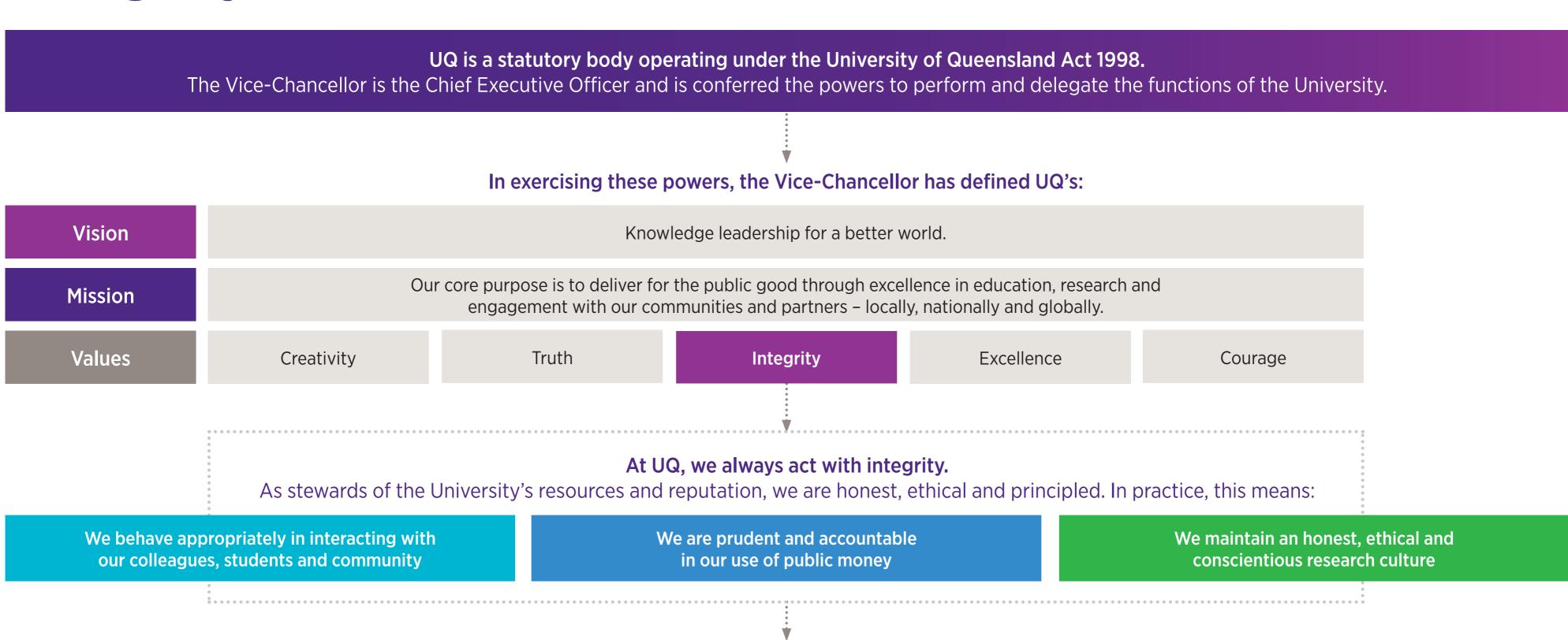
Integrity framework





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

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 conscientious research culture
Our expectations are set out in:	 UQ values Staff Code of Conduct Alcohol and Other Drugs Policy Complaints 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 	 Staff 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 and 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 and wellness induction Recommended training, including: People and culture training suite (including discrimination; recruitment; disability) 	 Mandatory training, including: Staff Code of Conduct (includes Code of Conduct, conflict of interest, fraud and 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 processes
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