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

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

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
- 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

## We are prudent and accountable in our use of public money
- 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

## We maintain an honest, ethical and conscientious research culture
- Staff Code of Conduct
- Student Code of Conduct
- Responsible Research Management Framework Policy
- and underlying policies and procedures

<table>
<thead>
<tr>
<th>Our expectations are set out in:</th>
<th>We ensure staff understand these expectations through:</th>
<th>The expectations are enacted by:</th>
<th>We ensure these expectations are upheld through:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mandatory training including:</td>
<td>Mandatory training, including:</td>
<td>Mandatory training, including:</td>
<td>* Complaints Management Committee</td>
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<tr>
<td>- Staff Code of Conduct</td>
<td>- Staff Code of Conduct (includes Code of Conduct, conflict of interest, fraud and corruption awareness)</td>
<td>- Staff Code of Conduct</td>
<td>* UQ Internal Audit Program</td>
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<tr>
<td>- Aboriginal and Torres Strait Islander Cultural learning</td>
<td>- Annual fire safety awareness</td>
<td>- Responsible Conduct of Research at UQ (mandatory HDR students only)</td>
<td>* Annual UQ Pulse Survey data</td>
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<td>- Appropriate workplace behaviour</td>
<td>- Cyber security awareness</td>
<td>- Networks of research integrity advisors</td>
<td>* Exit Survey data</td>
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<td>- Privacy at UQ</td>
<td>- Recommended training, including:</td>
<td>- Workplace relations and Integrity Unit activities</td>
<td>* Complaints Management Committee</td>
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<td>- Cyber security awareness</td>
<td>- Finance training suite (e.g. Procurement; Budgeting)</td>
<td>- UQ Leadership framework</td>
<td>* UQ Internal Audit Program</td>
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<td>- Health, safety and wellness induction</td>
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<td>- Conflict of interest and secondary employment registers</td>
<td>* Annual UQ Pulse Survey data</td>
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<tr>
<td>- Health, safety and wellness induction</td>
<td></td>
<td>- Foreign interest disclosures</td>
<td>* Exit Survey data</td>
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<td>- International Federation</td>
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<td>- Sensitive Research Register</td>
<td>* Complaints Management Committee</td>
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<td>- Alternative venue</td>
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<td>* UQ Internal Audit Program</td>
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<td>- Staff APD processes</td>
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<td>* Animal ethics committees</td>
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<td>* Human ethics committees</td>
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<td></td>
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<td>* Human research ethics review plans</td>
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<td>* Commercialisation Pathways Advisory Group,</td>
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<td>and Research Office compliance mechanisms</td>
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<td>Recommended training, including:</td>
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<tr>
<td>- People and culture training suite (including discrimination; recruitment; disability)</td>
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</table>

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