

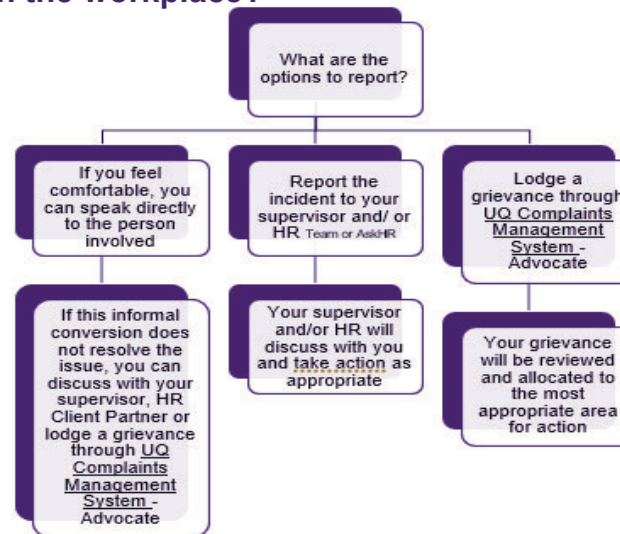
Staff Guide – Inappropriate Behaviour at UQ

Inappropriate behaviour is behaviour that does not align to the [University of Queensland Code of Conduct](#) and [UQ Values](#).

Inappropriate behaviour can manifest in different forms and levels of seriousness, impacting both individuals and the overall work environment, including:

- **Exclusion:** Deliberately excluding someone from work-related activities or team interactions.
- **Gossip:** Spreading rumours and misinformation can lead to tension and discomfort.
- **Aggressive behaviour and/or language:** Mistreatment, ridiculing others' opinions, or displaying materials designed to humiliate or intimidate colleagues, and performance sabotage, harm productivity and create a hostile atmosphere.
- **Undermining and obstructive actions and/or behaviour.**
- **Discrimination and Harassment:** This includes any form of discrimination based on race, gender, sexual orientation, or other protected characteristics, as well as harassment, including sexual harassment.
- **Bullying:** Repeated and unreasonable behaviour directed towards an individual or group that creates a risk to health and safety.
- **Other Types of Serious Misconduct:** Sexual misconduct, fraud, corruption, assault, failure to declare conflicts of interest, and serious breaches of policy and procedures

Reporting – What to do if you witness and/or experience inappropriate behaviour in the workplace?



- UQ takes any types of complaints about behaviour and conduct which is inconsistent with the [code of conduct](#) very seriously.
- All employees have an obligation to report instances of inappropriate behaviour in the workplace to their supervisor or through other appropriate mechanisms.
- UQ has a comprehensive suite of policies and procedures in place to ensure that matters are dealt with appropriately and in a timely manner.

Support is available

- [Employee Assistance Program \(EAP\)](#) and Manager assist
- Discuss with your supervisor
- Connect with your HR Team
- [Sexual Misconduct Support Unit \(SMSU\)](#)
- [UQ Manager's Toolkit](#)

Further Information

- [University of Queensland Code of Conduct](#)
- [UQ Values](#)
- [Preventing discrimination, harassment and bullying](#)
- [Complaints and appeals webpage](#)
- [Grievance Resolution Policy](#)
- [Diversity, Equity and Inclusive Behaviours Policies and Procedures](#)
- [UQ Ally Network](#)
- [UQ Integrity Unit](#)

Training

- [Appropriate Workplace Behaviour training](#) - available through Workday
- [Staff Standards of Conduct training](#) - available through Workday
- [Values-based leadership: Addressing unacceptable behaviour](#) – enrol through Workday
- [Ethical Bystander training](#) – enrol through Workday
- [Ethics and Integrity in Action](#) – enrol through Workday
- [Complaint Management](#) – enrol through Workday