

Staff process for accessing support and reporting sexual misconduct

Support after an experience of sexual assault and/or sexual harassment is available to all members of the UQ community, regardless of where or when the incident/s occurred.

The [First Responder Network](#) are also able to talk you through your options for support and reporting.

Accessing Support

Employee Assistance Program (EAP)

Counselling and emotional support can be accessed via the Employee Assistance Program.

- Phone and telehealth
- Face to face appointments
- 24 hour crisis support

Contact: 1300 360 364

Online: Access online chat tools and resources through [BeneHub](#).

Human Resources

Speak with your [Human Resource Representative](#) for workplace adjustments.

SMSU

The SMSU can provide referrals and guidance on reporting. You don't need to make a formal report to access this support. Your details will remain confidential.

Phone: +61 7 3443 1000

Email: sexualmisconductsupport@uq.edu.au



In an Emergency

Off campus 000

On campus Security +61 7 3365 3333 or access immediate help via the [UQ Safe-Zone App](#).

1800RESPECT national sexual assault, domestic and family violence counselling and information service, available 24 hours a day on 1800 737 732

Formal Report to UQ

UQ can investigate incidents within the scope of [the Policy](#). You can make a formal report in person to the SMSU, to HR [or via the online portal](#). It is completely your choice if you want to make a formal report or not. There is no time limit on making a formal report.

You can access support throughout this process and regardless of the outcome.

1. Your formal report is passed to the Academic Registrar (Academic Services Division) or the Chief Human Resources Officer (Human Resources).
2. If an investigation is required, it may involve separate interviews with you, the accused and any other relevant people. You can have a support person with you through this process.
3. The investigative report will be provided to the Academic Registrar, or the Chief Human Resources Officer and/or Head of Organisational Unit who will decide the next steps or actions in line with the Policy.
4. You will be notified at the conclusion of the investigation, although the University is unable to communicate any disciplinary or other actions that may result from further action.

Informal, Anonymous and/or Third Party

You can make an informal report in person to the SMSU, to HR [or via the online portal](#). UQ may be unable to take direct action in response to an informal report. However, all information is carefully considered and informs the University's approaches to sexual misconduct prevention and response.

Report to Police

Reporting to the Police is separate from reports to the University and may lead to legal proceedings. Reporting to the Police will not affect your access to support or reporting at UQ. The SMSU can support you through this process.



Ongoing Support

Regardless of if you decide to make a formal report or the outcome of a report, the EAP can help you with emotional support and counselling and HR can help you with workplace support and adjustments, on an ongoing basis.