



THE UNIVERSITY
OF QUEENSLAND
AUSTRALIA

CREATE CHANGE

Respect Network Member Handbook



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What is the Respect Network?

The Respect Network is a community of University of Queensland (UQ) staff and students who are committed to fostering a safe, respectful, and inclusive university culture, free from sexual and gender-based violence, harassment, discrimination, bullying and other forms of harm.



**The Respect
Network
aims to**

- Support primary prevention efforts across the University.
- Strengthen community awareness of respect, consent, and safety.
- Share information about support services and reporting pathways.
- Contribute lived experience, insight, and feedback to UQ's respect and prevention initiatives.
- Cultivate a collaborative community where like-minded students and staff can connect and engage in continuous learning, sharing knowledge and approaches to prevention.

Respect Network members act as connectors, advocates, and culture-builders within their local communities.



connectors



advocates



culture-builders

Members are not counsellors or investigators; instead, they help create environments where respect is normalised and support is visible and accessible.

Values and Principles of UQ Respect

The work of UQ Respect is guided by shared values that centre dignity, autonomy, equity, and care. Members of the Respect Network are expected to uphold and contribute to these shared values.

As Prevention Practitioners in the UQ Respect Team, we believe:

Our Core Principles



Dignity and respect

Everyone has the right to be treated with dignity and respect in all UQ spaces.



Strengths-based and survivor-centred approaches

Individuals bring skills, strengths, and agency to their own experiences. We recognise survival, resilience, and autonomy.



Self-determination

People are the experts in their own lives. We respect and support informed, voluntary decision-making.



Equity and access

We seek to identify and reduce barriers that prevent people from accessing information, programs, and support.



Understanding systemic harm

Sexual violence and harassment are connected to broader systems of oppression, including sexism, racism, colonialism, ableism, homophobia, and transphobia.



Trauma-informed practice

We work from a framework that is trauma-informed, pro-choice, feminist, intersectional, anti-racist, and collaborative.



Community connection and collective action

Our work is part of broader movements to prevent gender-based violence, and we value partnerships across and beyond the University.



Transparency and feedback

People have the right to ask questions, provide feedback, and be engaged in shaping the services and initiatives that affect them.



Continuous learning

We acknowledge that learning is ongoing. Growth, reflection, and humility are essential to doing this work well.

What Is Primary Prevention?

Primary prevention refers to actions taken before harm occurs, with the aim of preventing sexual violence, harassment, and discrimination from happening in the first place.

Rather than focusing only on responding to incidents, primary prevention:

- Addresses attitudes, behaviours, norms, and systems.
- Seeks to change the conditions that allow harm to occur.
- Promotes equity, respect, consent, and inclusion at individual, community, and institutional levels.

Everyday Actions Matter

Primary prevention often looks like:

- Speaking up against harmful jokes or comments.
- Checking assumptions and reflecting on power and privilege.
- Creating spaces where people feel safe to ask questions.
- Normalising and modelling conversations about consent, boundaries, and wellbeing.
- Positive and strengths based sexuality education, including healthy relationships, pleasure, body autonomy, safer sex and reproductive health.



Primary prevention is often every day, relational, and cumulative — small actions across many spaces can lead to meaningful culture change.

What is my role as a Respect Network Member?

Respect Network members help make respect visible, normalised, and embedded in daily interactions.

Three key roles include



Support

- Listen non-judgementally and refer appropriately using UQ guidance (e.g. Listen, Support, Refer).
- Embed trauma-informed principles into your work, study and social spaces.



Educate

- Share accurate information about UQ Respect initiatives, campaigns and support services.
- Participate in events, training and learning opportunities.



Advocate

- Promote respectful behaviours and cultures in your everyday university life.
- Increase awareness of the Respect Network.
- Encourage help-seeking, reduce stigma and provide feedback to improve initiatives, policies and processes at UQ.



You are not expected to:

- Provide counselling or therapy
- Investigate incidents
- Act as an expert in law or policy.

Practical Ways to Be Engaged with the Respect Network

There is no single “right” way to participate. Members can engage in ways that suit their role, capacity, and context.

Examples of engagement could include:

- Share UQ Respect campaigns, events, or resources within your school, faculty, residence, or student group.
- Start or contribute to conversations about respect, consent, or inclusion in meetings, classrooms and social environments.
- Increase awareness of power dynamics in academic and social settings.
- Attend training, social catchups or learning sessions offered by the Network or UQ Respect.
- Contribute ideas, share practices, resources and research in the Respect Network Teams channel.
- Volunteer at awareness-raising events e.g. Respect at Uni Week and SEXtember.
- Identify opportunities or gaps in your work and study spaces to implement prevention initiatives and embed trauma-informed principles.
- Encourage bystander awareness and intervention.
- Request training for your work or student group: [Respect - University of Queensland](#)
- Provide feedback on initiatives, communications, or resources.
- Connect peers or colleagues to appropriate support services when needed.
- Work in collaboration with UQ Respect on a ‘Partners in Prevention’ project for your faculty, school, division, residence or student society.



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There are many ways to promote yourself as a member of the Respect Network.

You could:

- Include the Respect Network in your email signature.
- Complete the Respect Network member profile and share within your office space, online, at events and within courses.
- Wear the UQ Respect lanyard and pin.
- Share the Respect Network posters in your work and student spaces.
- Introduce yourself and the Respect Network at key orientation times, new staff inductions, at faculty/school meetings and events.
- Create a standing agenda item within your team meetings to talk about respect, culture, connection, safety and provide updates to your colleagues and students)

Now you have joined the Respect Network
you can expect:

- Quarterly Respect Network Newsletter
- To be added to the MS Teams Channel to receive updates and connect with other members
- Meetings and social catch ups throughout the year
- Professional development opportunities

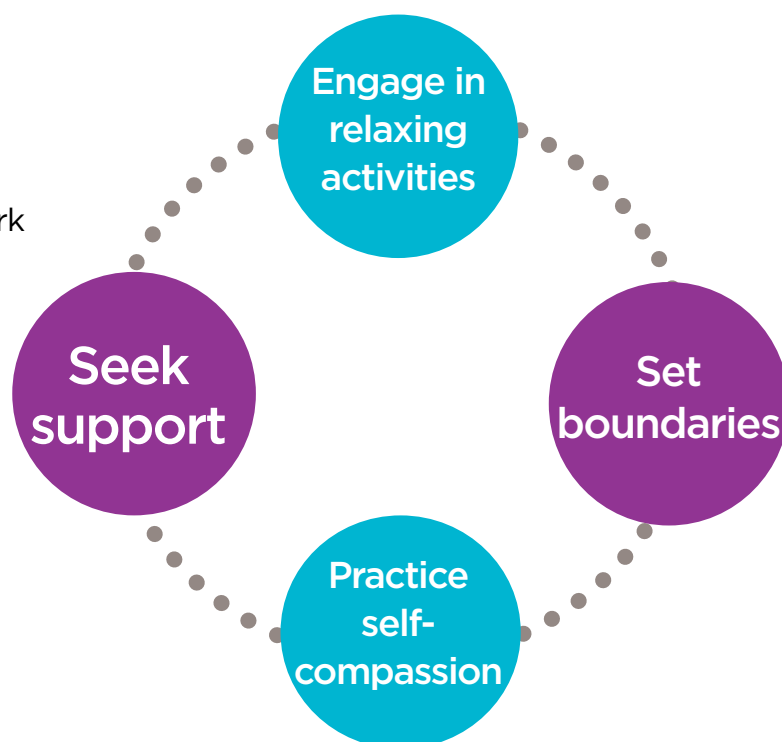


Self-care for Members

Advocacy and education can be emotionally demanding, especially when working with people who have experienced trauma or are resistant to change. It is essential for members to prioritise your own self-care to avoid burnout and maintain your well-being.

Some tips for self-care include:

- **Set Boundaries**
Establish clear boundaries between work and personal life.
- **Practice Self-Compassion**
Be kind and forgiving to yourself.
- **Seek Support**
Connect with colleagues, friends, or a counsellor.
- **Engage in Relaxing Activities**
Make time for hobbies and activities that bring you joy.



Support is available

For emergency support contact:

- UQ Security on **07 3365 3333** for on campus emergencies
- **000** for off campus emergencies
- UQ Counselling and Crisis Line: **1300 851 998** (24/7 support)
- Text a Crisis Counsellor: **0488 884 115** (4:30pm-8am)
- 1800 RESPECT **1800 737 732** for 24/7 counselling support
- Request a Welfare Check: [Welfare Check Request \(via UQ Student Services\)](#)

Other support options at UQ:

- Safer Communities: **07 3443 1000** or safercommunities@uq.edu.au
- UQ Respect Team: uqrespect@uq.edu.au
- UQ Counselling for students: UQ Counselling at my.UQ
- EAP for staff: **1300 307 912** or Employee Assistance Program (EAP) - Current staff - University of Queensland
- UQ Union Student Advocacy and Support: Student Advocacy & Support - University of Queensland Union