



Enterprise risk assessment – Exposure to sexual harassment or sex and gender based harassment

Risk Title	Staff being exposed to sexual harassment or sex and gender-based harassment	Risk Category	Health, Safety & Wellness	Risk Owner	USET
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Risk Identification		Risk Analysis		Existing Controls/ Treatments and their Effectiveness
Context / Objective	Risk Description Risk of (describe risk event), due to (describe cause) resulting in (describe impact)	Threats and Vulnerabilities	Consequences	
Sexual harassment happens if a person subjects another person to any unwelcome sexual behaviour that makes a person feel offended, humiliated or intimidated or a where a reasonable person would have anticipated the possibility that the conduct would result in a person feeling offended, humiliated or intimidated. It can include both physical and verbal behaviours. Sex or gender based harassment means the harassment of a person on the basis of the person's sex or gender or by unwelcome conduct of a demeaning nature with the intention of offending or humiliating the person or in circumstances where a reasonable person would have anticipated the person would be offended, humiliated or intimidated by the conduct. The positive duty obligations on employers to prevent sexual harassment in the workplace is included in Health and Safety and Human Rights Legislation.	Risk of staff being subjected to sexual harassment or sex or gender based harassment resulting in psychological or physical harm. Harassment may come from any person in the workplace- staff, students, community members using campus facilities or from third parties (eg suppliers, donors). Groups at higher risk of experiencing sexual harassment are young adults, women, people who identify as LGBTIAQ+ , workers with a disability Indigenous Australians, workers from culturally diverse background and those in insecure employment. Sexual harassment can occur as a singular incident or repeated behaviour.	Power imbalances in workplace relationships may increase risk and lead to reduced reporting, for example relationships between: - Managers and workers - Senior academics and early career researchers Work related travel, attendance at domestic or international conferences and remote fieldwork can potentially increase the risk of sexual harassment and sex or gender-based harassment. Campus grounds and facilities are accessible to any member of the community. Some staff attend and engage with external stakeholders for the purpose of fundraising and partnership building which can increase vulnerability and exposure.	- Stress related illnesses - General health and wellbeing issues - Loss of self-esteem and confidence - Reduced job satisfaction and engagement - Reduced productivity - Negative impacts on personal and social relationships - Negative career impact - Psychological injury	<u>Policy and procedure implementation</u> - Prevention of Discrimination, Harassment and Bullying Behaviours - Complaints Management - Sexual Misconduct Prevention and Response - Diversity, Equity and Inclusive Behaviours Policy - Public Interest Disclosure Policy - Alcohol & Other Drugs Policy - Events Approval and Control Procedure - Staff Code of Conduct - Student Code of Conduct <u>Systems and Processes</u> - Complaints Management System - Informal disclosure options with SMSU - Local risk assessments for fieldwork and events - Archibus to promptly address lighting or environmental security failures - SafeZone 24/7 Campus security St Lucia and Gatton, partial hours security Dutton Park, Herston - Free St Lucia campus safety bus after 6pm <u>Training and Resources</u> - Preventing and Responding to sexual misconduct in the university context training sessions - Ethical Bystander Training - Trauma-informed practices for decision makers which is mandatory for level 1-5 managers



At UQ in 2023 sexual misconduct reports (from all data sources) were: - Formal reports: 10 by staff. 40% of staff and student combined formal reports were substantiated or partially substantiated. - Disclosures: 106 combined staff and student disclosures (67 related to events that had occurred in past 12 months) - SMSU provided counselling to 126 staff and students. - For staff/student combined formal reports: 56% related to on campus or university affiliated locations, 40% related to off campus locations or were online.	Sexual harassment can occur at any workplace location on campuses, on student placements, when commuting to or from work or when work is undertaken from a location that is not the usual work location (e.g. by phone, email or online).			- Online trauma-informed practices for staff involved in formal and informal response processes (targeted for HR, IU and HSW personnel) - All staff mandatory appropriate workplace behaviours - All student mandatory respect module every two years as part of UQ enrolment. - Information and guidance on UQ Respect webpage Other - Integrity Unit and Human Resources services (including, Investigations, Misconduct prevention, Workplace Relations, HR Client Partnering) - VC Advisory Committee on Sexual Misconduct: Prevention and Response (chaired by VC) - Sexual Misconduct Prevention and Response Action Plan 2024-2027 - Implementation of the UQ Gender Equality Action Plan 2023-2025 - Psychological Health and Safety Master Action Plan - Sexual Misconduct Support Unit (SMSU) - Respect Network - Employee Assistance Program - Promotion of gender equity through SAGE Athena SWAN program (currently bronze status) and local Faculty initiatives. The effectiveness of these controls are dependent on the implementation of the policies, individuals ability or willingness to comply with behavioural expectations, confidence to address concerns, the presence of other psychosocial hazards and/or power differentials that may further interact and contribute to increasing risk outcomes, as well as local management and early intervention. UQ promotes positive and inclusive learning and workplace practices and has specialised staff and networks to provide awareness and support to prevent, support and respond to issues of sexual misconduct. UQ has Gold Employer ranking in the 2022-2024 Australian Workplace Equality Index (AWEI) which provides the national benchmark on LGBTQIA+ workplace inclusion. UQ also received a 2024 Trans & Gender Diverse Inclusion Award. Specialised support is available to staff via the SMSU, and further ongoing support in relation to personal wellbeing via the Employee Assistance and Manager Assist Programs, however these are insufficient to control for the risk at the source. There are currently ongoing improvements to staff response processes.
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				Further localised risk assessments conducted by areas that have known drivers and/or triggers that increase the likelihood of sexual misconduct behaviours (i.e. remote workers, young workers, use of alcohol at events etc.) should also be conducted to increase the application of appropriate controls.
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Inherent Risk Level (IRL)	C4	L3	H
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Managed Risk Level (MRL)	Health and Safety	C3	L1	L
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Target Risk Level (TRL)	C3	L1	L
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Risk Title	Students being exposed to sexual harassment or sex and gender-based harassment	Risk Category	Health, Safety & Wellness	Risk Owner	USET
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Risk Identification		Risk Analysis		Existing Controls/ Treatments and their Effectiveness
Context / Objective	Risk Description Risk of (describe risk event), due to (describe cause) resulting in (describe impact)	Threats and Vulnerabilities	Consequences	
Sexual harassment happens if a person subjects another person to any unwelcome sexual behaviour that makes a person feel offended, humiliated or intimidated or a where a reasonable person would have anticipated the possibility that the conduct would result in a person feeling offending, humiliated or intimidated. It can include both physical and verbal behaviours.	Risk of students being subjected to sexual harassment or sex or gender based harassment resulting in psychological or physical harm. Harassment may come from any person in the university or from third parties (eg suppliers, donors, community members visiting campus).	Most students are in the range of 16-30 years of age. Power imbalances in academic relationships may increase risk and lead to reduced reporting for example relationships between: - Staff and students - Students who are also staff, and students - WIL placement host supervisors and students - General public and students completing placement - Supervisors and HDRs, particularly where there are perceived threats to course outcomes for students were to object or report.	Stress related illnesses General health and wellbeing issues Loss of self-esteem and confidence Negative impact on studies including poor performance, deferral, course failure and drop-out Negative impacts on personal and social relationships Psychological injury	<u>Policy and procedure implementation</u> Prevention of Discrimination, Harassment and Bullying Behaviours Complaints Management Sexual Misconduct Prevention and Response Diversity, Equity and Inclusive Behaviours Policy Public Interest Disclosure Policy Alcohol & Other Drugs Policy Events Approval and Control Procedure Staff Code of Conduct Student Code of Conduct <u>Systems and Processes</u> Complaints Management System Informal disclosure options with SMSU Local risk assessments for fieldwork and events SafeZone 24/7 Campus security St Lucia and Gatton, partial hours security Dutton Park, Herston Free St Lucia campus safety bus after 6pm
Sex or gender based harassment means the harassment of a person on the basis of the person's sex or gender or by unwelcome conduct of a demeaning nature with the intention of offending or humiliating the person or in circumstances where a reasonable person would have anticipated the person would be	Groups at higher risk of experiencing sexual harassment are young adults, women, people who identify as LGBTIQ+ and Indigenous Australians. Sexual harassment can occur as a singular incident or repeated behaviour.	Study related travel, attendance at conferences and remote fieldwork/placements can potentially		



offended, humiliated or intimidated by the conduct. The positive duty obligations on employers to prevent sexual harassment in the workplace is included in Health and Safety and Human Rights Legislation. The incoming National Code, as part of the National Action Plan to Address Gender-based Violence in Higher Education, places obligations on higher education institutes to be taking a whole of community approach to the prevention and response of gender-based violence and sexual misconduct. At UQ in 2023 sexual misconduct reports (from all data sources) were: Formal reports: 13 by students 40% of staff and student combined formal reports were substantiated or partially substantiated. - Disclosures: 106 combined staff and student disclosures (67 related to events that had occurred in past 12 months). - SMSU provided counselling to 126 staff and students. - For staff/student combined formal reports: 56% related to on campus or university affiliated locations, 40% related to off campus locations or were online.	Sexual harassment can occur at any location on campuses, on student placements, by phone, email or online or when travelling to or from study/work/research.	increase the risk of sexual harassment and sex or gender-based harassment. Campus grounds and facilities are accessible to any member of the community. Attendance at UQ or UQ Union affiliated events that serve alcohol. Students who live on-campus in residential accommodation are a potentially particularly vulnerable cohort.	<u>Training and Resources</u> Mandatory UQ Respect module every two years as part of UQ student enrolment. - HDR mandatory supervisor training - Optional pre-placement training - Respectful groupwork training - Safe events planning Guide (clubs, societies, social spaces events) - Ethical bystander training - Creating safe clubs and societies - Student leader training - Orientation training for residential college students - Preventing and Responding to sexual misconduct in the university context training sessions - Ethical Bystander Training - All staff mandatory appropriate workplace behaviours - Information and guidance on <u>UQ Respect webpage</u> <u>Other</u> - Integrity Unit and Academic Services (investigation, misconduct prevention, student conduct) - Student Support and Wellbeing Services - VC Advisory Committee on Sexual Misconduct: Prevention and Response (chaired by VC) - Sexual Misconduct Prevention and Response Action Plan 2024-2027 - Sexual Misconduct and Support Unit (SMSU) - Respect Network The effectiveness of these controls are dependent on the implementation of the policies, individuals' ability or willingness to comply with behavioural expectations, confidence to address concerns, the presence of other psychosocial hazards and/or power differentials that may further interact and contribute to increasing risk outcomes, as well as local management early intervention. UQ promotes positive and inclusive learning and workplace practices and has specialised staff and networks to provide awareness and support to prevent, support and respond to issues of sexual misconduct. Specialised support is available to students via the SMSU and Student Support and Wellbeing Services. Further localised risk assessments conducted by areas that have known drivers and/or triggers that increase the likelihood of sexual misconduct behaviours should also be conducted to increase the application of appropriate controls.
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Inherent Risk Level (IRL)	C4	L3	H	Managed Risk Level (MRL)	Health and Safety	C3	L1	L	Target Risk Level (TRL)	C3	L1	L
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Proposed Risk Treatments

The [Action Plan for Sexual Misconduct Prevention and Response 2024-2027](#) and the [Psychological Health and Safety Master Action Plan](#) contain additional controls to reduce the risk of exposure to sexual harassment, sex and gender based harassment and sexual misconduct. Actions within each plan have target completion dates, with full implementation of all actions by end 2027 and end 2025 respectively.

These plans include actions related to

- Policy and procedure reviews related to sexual misconduct prevention and response
- Clarifying reporting pathways and improving access to resources and information for UQ community members
- Training of leaders – inclusive practice, awareness of reporting processes, trauma informed practice, addressing unacceptable behaviour, responding to disclosures
- Improving and aligning data collection pathways
- Campaigns to proactively prevent inappropriate behaviour
- Increasing capacity of student leadership to prevent and respond to sexual misconduct

Completion of actions on the Sexual Misconduct Prevention and Response Plan is monitored by and reported to the VC Advisory Committee on Sexual Misconduct: Prevention and Response. Completion of actions on the Psychological Health Master Action Plan are monitored by the Psychological Safety Integrated Project Implementation Group and reported to the Psychosocial Risk Management Committee and VC Advisory Committee on Sexual Misconduct: Prevention and Response.

Reviewed 26/2/25