



UNIVERSITY
OF WOLLONGONG
AUSTRALIA

School of Psychology Behaviour Statement

VERSION 1
5TH JULY 2022

School of Psychology Behaviour Statement

BACKGROUND AND CONTEXT

This document was created by a working group of Higher Degree Research (HDR) students and the academic leadership team of the School of Psychology in response to the 2021 National Student Safety Survey results. The survey confirmed the persistence of sexual assault and sexual harassment rates in university contexts. We sought to create a behaviour statement that would highlight and define unacceptable behaviours for staff and students and to clarify the things that are often not said or are buried in policy documents. We want to identify clear reporting pathways and a joint responsibility for maintaining our positive and productive environment. Feedback on the approach and wording was obtained from School staff members, undergraduate and HDR student representatives, the Safe and Respectful Communities (SARC) team, and the Associate Deans Equity Diversity and Inclusion unit (AD-EDI). This document and the reporting pathways listed have been endorsed by the Head of School. We have created this as a live document that will undergo annual evaluation and updating.

POSITIVE BEHAVIOUR AND ACCEPTED STANDARDS

This behaviour statement is relevant to all School of Psychology students and staff, and all those who come in to contact with Psychology staff and students in the course of our work or study. The School of Psychology strives to create a welcoming, engaging, productive, and harmonious working and learning environment. Each person's behaviour can contribute positively to creating an inclusive, supportive and fair culture. However, when behaviour is inappropriate or offensive it can have serious detrimental consequences on our physical and psychological well-being. Positive workplace cultures are created through every day interactions. Open conversations and discussions within the school about expected behaviours and values is really important in creating a positive and supportive environment; one in which people feel they can discuss inappropriate behaviours, and when necessary, call out inappropriate behaviours. The expectations of the School is that our staff and students always behave lawfully, professionally, honestly, respectfully, equitably, responsibly, ethically, and fairly. The majority of our students and staff behave respectfully.

INAPPROPRIATE BEHAVIOUR

To continue to support this positive environment within the School it is useful to consider a range of inappropriate behaviours, which could harm and/or offend. Inappropriate behaviours include (but are not limited to) the following:

- Teasing, name calling or making someone the brunt of pranks or practical jokes, malicious gossiping about or otherwise excluding or isolating individuals either online or in person.
- Belittling the opinions of others or giving unreasonable and unconstructive criticism.
- Undermining the performance, reputation, or professionalism of others by deliberately withholding information, resources, or authorisation, or by supplying incorrect information.
- Abuse or harassment of any kind, including notes, emails, calls, text messages, social media.
- Intrusive questioning or comments about a person's private life or physical appearance.
- Displaying, sending, or requesting sexually explicit pictures and content.
- Abuse of power. This includes manipulation, coercion, or pressuring someone to do something which may be illegal, against the rules, or that they find uncomfortable.
- Bullying, harassment, or intimidation. This includes hostile, degrading, humiliating or offensive behaviour, which has the purpose or effect of violating a person's dignity.
- Making unwelcome physical contact including that of a sexual, intimate, or threatening nature. This includes kissing or touching any part of a person's body in an unwelcome manner without their consent.
- Aggressive or abusive behaviour such as threatening gestures or actual violence or assault.
- Verbal abuse (for example, yelling, screaming, abusive, or offensive language) and offensive gestures or behaviour.
- Stalking. This includes following a person, watching, or spying on them or forcing unwanted contact through any means, including social media.



- Any form of prejudice or stereotyping including but not limited to race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.

We encourage you to be aware of and steer away from such behaviours. Behaving in an acceptable manner is everyone's responsibility. It is within every person's right and responsibility to call out any inappropriate behaviour experienced or observed while working, studying, or participating in a School of Psychology activity; to be listened to, and to seek support.

There are a range of reporting options available, as described/listed below. You will be given direction on who to contact for ongoing support. School staff will work with University support services (e.g. the SARC Unit) to ensure that those who disclose are heard, believed, and protected.

RELEVANT CONTACTS

The Safe and Respectable Communities (SARC) Unit: Ph 4221 3344; email uow-sarc@uow.edu.au

The SARC team is committed to creating a safe and respectful environment across all UOW campuses. SARC is responsible for supporting students who have witnessed or experienced sexual assault, harassment, domestic and family violence, bullying or discrimination.

<https://www.uow.edu.au/student/support-services/safety-and-respect/>

Within Psychology

Within our School, students and staff can discuss problems that they encounter with anyone they feel comfortable talking to. The people listed below are located across our Psychology buildings, come from a range of backgrounds and experiences, and are willing and open to have discussions to support your needs.

Staff Contacts

Name	Office	Phone	Email
Peter Caputi (Head of School)	41.147	4221 3742	pcaputi@uow.edu.au
Jane Herbert (Research)	41.145 or 21.110F	4239 2565	herbertj@uow.edu.au
Stuart Johnstone (Teaching & Learning)	41.G50	4221 4495	sjohnsto@uow.edu.au
Tim Byron (Undergraduate support)	41.131	4221 4638	tbyron@uow.edu.au
Laura Robinson (Undergraduate support)	41.137	4221 5035	laurar@uow.edu.au
Steve Palmisano (Postgraduate support)	41.G49	4221 3640	stephenp@uow.edu.au
Amy Chan (Equity, Diversity & Inclusion)	41.G46	4221 4468	amychan@uow.edu.au
Judy Pickard (Clinical Psychology)	22.G03	4221 4407	jpickard@uow.edu.au
Michelle Summerhayes (Professional staff)	22.G16a	4221 3637	msummer@uow.edu.au
Christine Carey (Professional staff- Clinical)	22.G04	4239 3847	ccarey@uow.edu.au
Tracey Woolrych (UOW Ally)	41.146	4221 5099	woolrych@uow.edu.au
Simone Favelle (UOW Ally)	41.G47	4221 3741	skeane@uow.edu.au

HDR Student Contacts

HDR students may feel more comfortable initially discussing problems with their peers. Useful contacts are:

Elle Coleman (SARC-AG HDR Representative and UOW Ally): ellec@uow.edu.au

Erin Mison (Rep for Tutors): em856@uowmail.edu.au



Or any of the current members of the HDR Student Rep team

Davina Robson: dar707@uowmail.edu.au

Scott Leimroth: srl285@uowmail.edu.au

Tiffany Weston: tnw997@uowmail.edu.au

Fiona Sheppard: fls998@uowmail.edu.au

Student Support Advisers

UOW's Student Support Advice staff are available to provide you with advice, information, and assistance.
<https://www.uow.edu.au/student/support-services/advisers/>

UOW Counselling Services

UOW Counselling Services is staffed by professional counsellors who offer free short-term (1 to 6 appointments) confidential psychological intervention for students.

<https://www.uow.edu.au/student/support-services/counselling/>

Student support line 24/7 Ph: 1300 036 149 Text: 0488 884 164

Security on Campus

- In an emergency dial Triple Zero, 000 for Police, Fire Brigade or Ambulance
- Contact UOW Security (Wollongong Campus) on 4221 4900
- Contact Security (Shoalhaven Campus) on 4227 8062

UOW Research Ethics

For safety issues relating to the conduct of research, you can talk to one of our UOW Human Research Ethics Officers on ph 4221 3386.

<https://www.uow.edu.au/research-and-innovation/researcher-support/ethics/human-ethics/>

Within Psychology, you can talk to the Research Integrity Officer, Steven Roodenrys,

Contact steven@uow.edu.au, office 41.151, Ph 422 14072

RELATED POLICY OR DOCUMENTS

Please note that this is a behaviour statement - it is not a policy document. For current University policy on staff and student behaviour please follow these links:

- [Code of Conduct](#)
- [Equity, diversity and inclusion](#)
- [Integrity and respectful workplace behaviour](#) (Intranet)
- [Wellbeing, Health and Safety](#) (Intranet)
- [Sexual assault & sexual harassment support](#)
- [Safe at work](#)

ONLINE TRAINING

Professional and Organisational Development Services (PODS) offer a range of training programs which assist in improving communication and interpersonal skills as well as leadership and supervisory skills. The following are mandatory online training modules that can be accessed via [Unified Learning](#).

- [Equal Opportunity Training](#): obligatory for staff, to be completed every 2 years
 - Additional Leadership module: to be completed by supervisors
- [Consent Matters Training](#): mandatory for students from Spring, 2022

