

WHAT TO DO IF YOU THINK YOU MAY BE/ARE BEING HARASSED?

This consultation/resolution flowchart is designed to ensure that disputes are resolved at the earliest possible stage.

1

if appropriate, tell the person you don't like the behaviour and you want it to stop!

IF THE ISSUE REMAINS UNRESOLVED

2

inform the relevant people

IF THE ISSUE REMAINS UNRESOLVED

3

make a formal written complaint requesting an investigation, findings and outcome

FOR AUSA STAFF

Contact your Line Manager, the General Manager, the University Mediator, an Independent Mediator or your Union.

FOR STUDENTS

Contact the AUSA Senior Advocate, the University Mediation or Peer Mediation Service.

FOR CLUB MEMBERS

Contact the CSO, Club President, AUSA Senior Advocate, University Mediator or Peer Mediation Service.

FOR AUSA EXECUTIVE

Contact the EVP, AUSA President, AUSA Senior Advocate, or the University Mediation Service.

IF THERE IS A BREACH OF STUDENT UNION STATUTE OR THIS POLICY ALLEGED?

The decision will be delegated to the AUSA Discipline Sub-Committee. The Sub-Committee shall adjudicate breaches of this policy and section 8 of the UoA Disciplinary Statute 1998.

OTHERWISE

The complainant is referred to:

1. University Mediation Service
2. The AUSA General Manager or Union (if an AUSA staff member)
3. Police
4. Netsafe for text or cyber bullying
5. Human Rights Commission

4

findings, outcome & receive decision

FINDINGS

1. Substantiated
2. Insufficient evidence available
3. Frivolous, vexatious or malicious

OUTCOME

1. No further action
2. Fine
3. Refer to Discipline committee
4. Request an Apology
5. Referral to Mediation

INFORM

Chair of the AUSA Discipline committee or AUSA President or General Manager confirms.

5

resolved