

# Pathways for Dealing with Bullying, Harassment and Discrimination

Student Feels Concern

Student Documents Concern

Student Seeks Support

Student and Support Person Make Plan

Psychological and/or Practical Support for Student/s Applied

Student feels bullied, discriminated against, and/or harassed.

Student documents concern

Student anonymously reports unprofessional behaviour experienced during clinical attachments through HOTSPOTS initiative twice yearly

Student confides in designated person of their choice:

- Student Support Advisor
- Phase Director
- Year Coordinator
- Site Campus/ Coordinators
- Proctor

Designated person helps student to determine the nature of the interactions.

*Refer to page 16 of WorkSafe Best Practice Guidelines.*

Designated person determines steps to be taken and enlists the help of others that can action support options.

(1) Psychological support provided for student.  
*Refer to WTGH document for options*

(2) Student referred to Phase Director so student can be moved away from offending situation

(3) Student makes formal complaint.  
*Support from Phase Director and/or DMSA provided*

Collated data used to identify areas where unprofessional behaviour may be of concern. HoDs and CMOs notified and asked to investigate and take action if required. Students advised of action taken by HoDs and CMOs

Note: both actions can be taken