<table>
<thead>
<tr>
<th>Student Feels Concern</th>
<th>Student Documents Concern</th>
<th>Student Seeks Support</th>
<th>Student and Support Person Make Plan</th>
<th>Psychological and/or Practical Support for Student/s Applied</th>
</tr>
</thead>
</table>
| **Student feels bullied, discriminated against, and/or harassed.** | **Student documents concern** | **Student confides in designated person of their choice:**  
  • Student Support Advisor  
  • Phase Director  
  • Year Coordinator  
  • Site Campus/Coordinators  
  • Proctor | **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** |
| | | **Designated person helps student to determine the nature of the interactions.**  
  Refer to page 16 of WorkSafe Best Practice Guidelines. | | **(2) Student referred to Phase Director so student can be moved away from offending situation** |
| | Student anonymously reports unprofessional behaviour experienced during clinical attachments through HOTSPOTS initiative twice yearly | **Student and Support Person Make Plan** | | **(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** |

**NB: HOTSPOTS to be implemented mid-2019**