

# Safe, secure and supportive workplaces

## Guide for allied health students

Queensland Health is committed to providing a safe, secure and supportive workplace. This includes the right to work in an environment free from any form of harassment, sexual harassment or discrimination recognising that appropriate workplace behaviour is the responsibility of all.

Allied Health students on placement in Queensland Health Hospital and Health Services (HHS) have the same rights and responsibilities as employees to a safe, secure and supportive workplace environment.

This guide provides a summary of the different types of harassment and discrimination and the actions you can take should you experience any workplace harassment (including bullying and/or sexual harassment) or discrimination whilst you are on placement. For further information please refer to the Queensland Health [Safe, secure and supportive workplaces](#) website.

### Workplace harassment

[Workplace harassment](#) is repeated and unreasonable behaviour directed towards a worker or group of workers that:

- creates a risk to health and safety
- is unwelcome and unsolicited
- would victimise, humiliate, intimidate or threaten most people if it happened to them.

### Sexual harassment

[Sexual harassment](#) is any unwelcome sexual attention that makes a person feel offended, humiliated or intimidated, and where that reaction is reasonable in the circumstances.

Sexual harassment does not have to be deliberate or repeated, and may be considered unlawful under the [Anti-Discrimination Act 1991\(PDF, 622KB\)](#).

### Workplace discrimination

Under the [Anti-Discrimination Act 1991 \(PDF, 622KB\)](#), direct or indirect workplace discrimination is unlawful on the following grounds: sex; relationship status; pregnancy; parental status; breastfeeding; age; race; impairment; religious belief or religious activity; trade union activity; lawful sexual activity; gender identity; sexuality; family responsibilities; association with, or relation to, a person identified on the basis of any of the above grounds.

All employees and students working in Queensland Health facilities are legally obliged to ensure they do not unlawfully discriminate against fellow employees, other students, supervisors, line managers, clients, patients or any other person with whom they come into contact through work.

### What should allied health students do?

The [Safe, secure and supportive workplaces](#) website recommends that those subject to harassment or discrimination attempt to resolve matters informally first by speaking with the person who is engaging in the problem behaviour to respectfully inform them of the effects of their behaviour and ask them to stop.

As a student, you may not feel comfortable to deal with these matters directly with the person displaying these behaviours, and you should feel comfortable to seek assistance from an appropriate support person, with whom you feel safe to discuss your concerns.

In most cases your university placement co-ordinator will be an appropriate person to help with these matters. They may also be able to advise you on the appropriate student services personnel at your university for you to connect with.

In some circumstances it may be more appropriate to talk to someone on site at the clinical placement. This may include your clinical educator/supervisor, a clinical education support officer, clinical team leader, service director, or other person with whom you feel safe.

In summary, allied health students are entitled to a safe secure and supportive learning environment whilst on placement in Queensland Health and as such are encouraged to discuss or report any experience of harassment including bullying and sexual harassment and any form of discrimination experienced whilst on placement.

### **Further information and support**

- Queensland Health (2015). Safe, secure and supportive workplaces: <https://www.health.qld.gov.au/employment/conditions/supportive-workplace>
- *Anti-Discrimination Act 1991(PDF, 622KB)*: <https://www.legislation.qld.gov.au/browse/inforce>
- Anti-Discrimination Commission Queensland (ADCQ): <http://www.adcq.qld.gov.au/>
- AHPOQ (2016). Training requirements for student placements: <https://www.health.qld.gov.au/ahwac/html/ahst>.
- AHPOQ (2017). Allied Health Students Health and Wellbeing – A guide for Hospital and Health Services: [https://www.health.qld.gov.au/\\_data/assets/pdf\\_file/0034/693367/ah-health-wellbeing.pdf](https://www.health.qld.gov.au/_data/assets/pdf_file/0034/693367/ah-health-wellbeing.pdf)
- Queensland Health (2017). Student Placement Deed: <https://www.health.qld.gov.au/employment/clinical-placement>.