











Managing the risk could include such actions as:

- ensure the subject officer and the complainant are not rostered alone together on a shift
- advise the complainant of your obligations under the *Crime and Corruption Act 2001* and the Code of Conduct to report the matter to the Ethical Standards Unit (ESU)/local Hospital and Health Service (HHS) equivalent or for assessment of both suspected corrupt conduct and a public interest disclosure. Both assessments will be completed by ESU/local HHS equivalent within 24 hours of receiving the complaint. If the information raises suspicion of corrupt conduct, the ESU/local HHS equivalent will report the matter to the Crime and Corruption Commission (CCC) as per Queensland Health's obligation under section 38 of the Crime and Corruption Act. The matter will generally be referred back to the local human resources unit for management in accordance with the Employee complaints HR Policy E12.

### 1.3 All employees

All employees are required to:

- understand what sexual harassment is
- not engage in behaviour which may amount to sexual harassment
- not encourage other employees to engage in conduct which could amount to sexual harassment
- report behaviour which could amount to sexual harassment
- comply with the requirements of this policy

Actions employees can take to address sexual harassment include:

- raise the issue directly with the harasser and tell them that their behaviour is unwelcome
- talk to a colleague and seek her support
- make a complaint to your manager/employer through the complaints process outlined in the Employee complaints HR Policy E12
- contact the ESU to have your complaint assessed by an independent team external to your workplace
- contact the Queensland Human Rights Commission (QHRC) for information or to make a complaint. If the matter is not able to be settled at the QHRC, then it may be referred to the Queensland Industrial Relations Commission for determination.

Public Sector Act 2022  
 applies on 1 March 2022  
 Managing the risk of psychosocial hazards  
 at work Code of Practice 2022  
 applies 1 April 2023