



Nature of Issue
• Bullying
• Sexual Harassment, Discrimination, Equal Opportunity Breach
• Work Performance
• Unethical behaviour
• Employee misconduct, criminal action
• Personal Issues/requests for counseling (e.g. depression, relationships, substance abuse)
• OHS Risks, Illness/injury
• Industrial
• Student complaint against an employee

Relevant Policy & VU Specialist Area
<ul style="list-style-type: none"> • Discrimination, Harassment and Bullying Policy (for Staff) (includes Discrimination and Harassment Complaints and Bullying procedures) <ul style="list-style-type: none"> - Discrimination and Harassment – refer to Equity and Diversity, People and Culture - Bullying – refer to Occupational Health and Safety
<ul style="list-style-type: none"> • Discrimination, Harassment and Bullying Policy (for Staff) • Disability and Medical Condition Support and Workplace Adjustment Policy (for Staff) • Equity and Diversity Policy for Staff Equity and Diversity HREOC, EOHRs*
<ul style="list-style-type: none"> • Staff Performance and Development Plan Policy People and Culture • Staff Code of Conduct Policy People and Culture • Fraud Prevention Policy Finance Department • Whistleblower Protection Procedures Protected Disclosure Officer Hot line 1800 288 186 • TAFE Employees Manual for Best Practice in Employee Relations (Section 16) • Employee Assistance Program EAP Hotline 1300 361 008
<ul style="list-style-type: none"> • Occupational Health and Safety Policies OHS Representatives Occupational Health & Safety Unit OHS Act s 573(1), & Regs. part 2.2
<ul style="list-style-type: none"> • Enterprise Agreement, MBA, People and Culture Policies Employee Relations, P&C* Industrial Relations Commission • Student Feedback & Complaints Policy

* HREOC: Human Rights Equal Opportunity Commission

EOHRs: Equal Opportunity & Human Rights Commission

P&C::People and Culture

MBA: Victorian TAFE Teaching Staff Multi-Business Agreement