UQ School of Mathematics and Physics Classroom Inclusivity

Expectations for staff and students at UQ

All UQ staff and students have the responsibility to cultivate an environment:

- That is caring, inclusive and empowering for everybody.
- Where we engage respectfully with one another.
- That promotes our diversity.
- That is free from discrimination, harassment and bullying behaviours.

You can help foster an inclusive culture by calling out any inappropriate behaviour you observe, whether unconscious or intentional, if you feel safe to do so.

UQ encourages you to report or resolve any discrimination, harassment and/or bullying behaviours.

UQ Staff Code of Conduct https://policies.uq.edu.au/document/view-current.php?id=91
UQ Student Code of Conduct https://policies.uq.edu.au/document/view-current.php?id=145

Discrimination

What is discrimination?

Unfavourable treatment of someone based on an attribute.

What is indirect discrimination?

An unreasonable rule or policy that applies to everyone but has the effect of disadvantaging some people based on an attribute.

Attributes
can be, for example:

- age
- disability
- race, including colour, national or ethnic origin or immigrant status
- sex, pregnancy, marital or relationship status, family responsibilities or breastfeeding
- sexual orientation, gender identity or intersex status.

Diversity, Equity and Inclusive Behaviours Policy https://policies.uq.edu.au/document/view-current.php?id=72
Australian Human Rights Commission https://humanrights.gov.au

Harassment

What is harassment?

Any behaviour that makes someone feel humiliated, intimidated or offended, e.g.

- telling insulting jokes about particular cultural groups,
- sending explicit or sexually suggestive emails or text messages,
- displaying racially offensive or pornographic posters or screen savers,
- making derogatory comments or taunts about a person's disability, or
- asking intrusive questions about someone's personal life, including their sex life.

UQ Sexual Misconduct Prevention and Response https://policies.uq.edu.au/document/view-current.php?id=88

Sexual harassment

What is sexual harassment?

Harassment where the behaviour is unwanted and of a sexual nature, e.g.

- physical contact in a sexual way,
- sexual propositions,
- sexually suggestive looks or gestures such as leering, ogling, or staring,
- suggestive comments about a person's appearance,
- remarks about someone's sex life.

UQ Sexual Misconduct Prevention and Response https://policies.uq.edu.au/document/view-current.php?id=88

Bullying

What is bullying?

Repeated unfavourable treatment of someone by another, e.g.

- abusive and offensive language or shouting,
- deliberate exclusion, isolation or alienation,
- spreading gossip or rumours with an intent to cause harm to a person.

Diversity, Equity and Inclusive Behaviours Policy https://policies.uq.edu.au/document/view-current.php?id=72

Trigger warning

The next slide contains references to themes of racism, sexual harassment and discrimination, which some individuals may find distressing.

If you are feeling distressed by this content, support is available at UQ.

Visit UQ Student Central or UQ Safer Communities for a range of support options, including from the Sexual Misconduct Support Unit

Examples

Examples of discrimination:

- “It’s so gay that we can’t get this code to work.”
- “You’re too pretty to do maths.”
- I answered a question incorrectly during a lecture and one of my friends “jokingly” called me an ableist slur.
- Referring to COVID-19 as “the Chinese virus” or otherwise associating it with China.

Examples of sexual harassment:

- Two people in my tutorial always brag about their sex lives.
- This person in my course always tries to hug my friend, even though they’re clearly not ok with it.
- Someone in my class asks me inappropriate questions about my romantic relationships.

Examples of bullying:

- Every time I say something in a group discussion, I get dismissed or ignored.
- My teacher doesn’t like what I wear, so now they ignore me during the workshop.
- The use of any slur, whether they are used in a “joking” manner or not. These can be based on, e.g., race, sexuality, gender, neurodivergence, or disability.

Diversity, Equity and Inclusive Behaviours Policy https://policies.uq.edu.au/document/view-current.php?id=72

Ethical bystander actions: the five 'D's

Distract

Indirect action to de-escalate or change the trajectory of a situation

e.g. ask a question, ask to borrow a pen, “accidently interrupt”

Delegate

Get someone else involved

e.g. police, person of authority, tell someone else in a position of power

Direct

Directly engaging with the situation

e.g. “that’s not ok”, help someone move away, intervene on purpose

Delay

Taking action after the event or situation has occurred

e.g. “Are you ok”, reporting to someone else, offering support

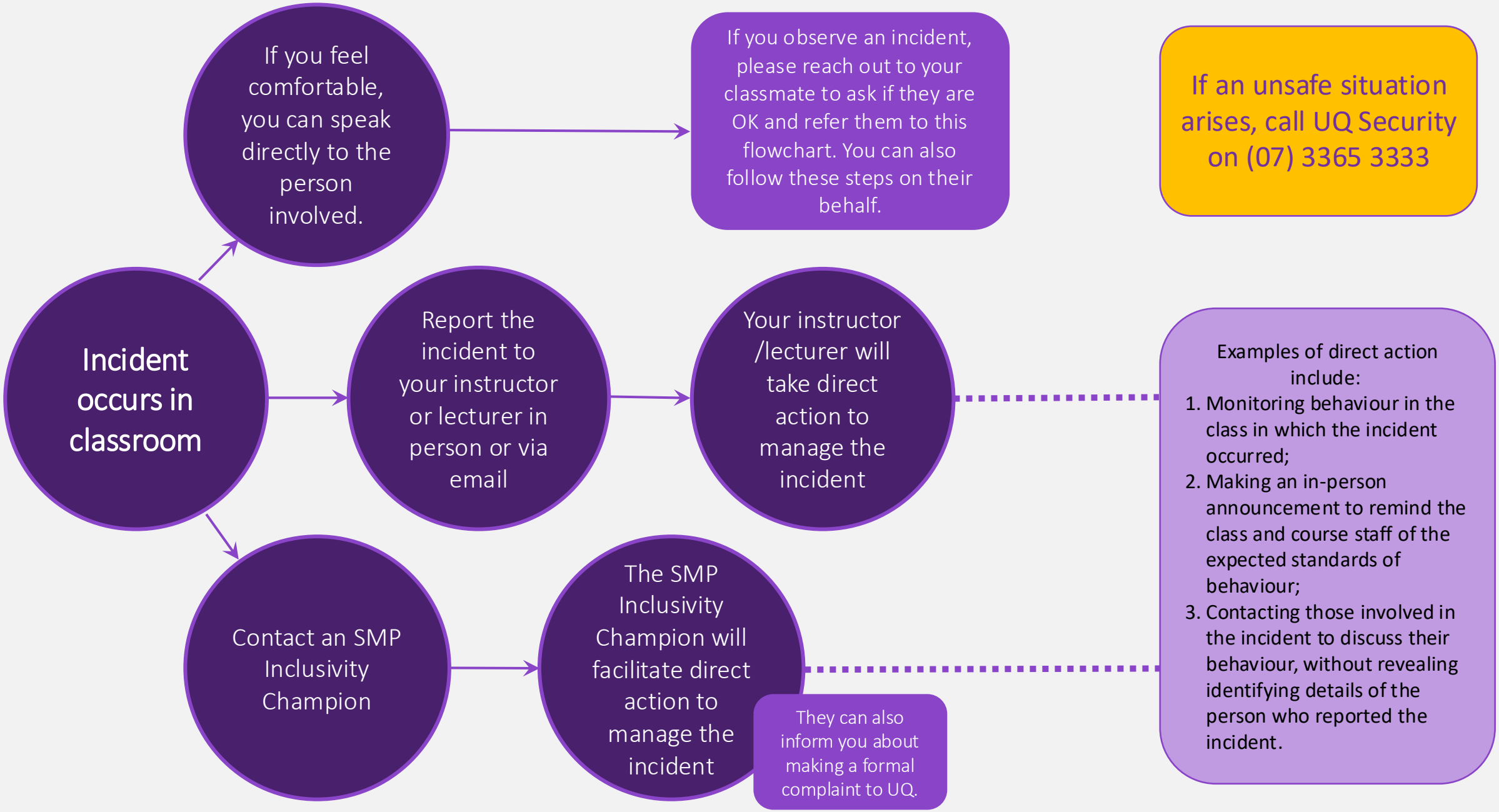
Document

Keeping a record of the situation via notes, photos or videos

e.g. screenshot of harassing behaviour (but NEVER post online, or use without the permission of the survivor)

Being an ethical bystander https://respect.uq.edu.au/Bystander

School of Mathematics and Physics: Classroom Incident Flowchart for Students



School of Mathematics and Physics

THE UNIVERSITY OF QUEENSLAND AUSTRALIA

SMP Inclusivity Champions (updated 22/07/2026)

To email: Click on the hyperlink, or add uq.edu.au to the address

UQ ALLY

Every cohort has a nominated contact – however, you are welcome to contact whomever you choose.

Our champions are committed to listening to your inclusivity concerns and ensuring they are suitably addressed.



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SMP Inclusivity Champions: fostering a safe and inclusive environment

SMP Inclusivity Champions have voluntarily taken on the responsibility to create a safe and welcoming environment for everyone in the SMP community. They will empathetically listen to your concerns, and explore potential courses of action. They will always respect your desired level of privacy. Depending on the situation, they may:

1. **Resolve your concern** by proactively contacting the appropriate individuals, such as the course coordinator, to ensure that necessary actions are taken promptly.
2. **Formal complaints:** If the situation calls for it, they will inform you about making a formal complaint.
3. **Referral to support services:** If you require specialized support beyond their scope, they will refer you to relevant services better equipped to meet your needs.
4. **Engaging School leadership:** With your permission, they can escalate matters to the appropriate School leader.

They will keep you updated on actions taken and provide explanations for the outcomes.

Example outcomes from contacting SMP Inclusivity Champions

1. **Offensive discussion board comments:** A student criticised a lecturer's pronoun use in an assessment item and made an offensive gender-related remark in a post. Following a report by a student, the SMP Inclusivity Champion alerted the course coordinator, who promptly redacted the offensive comment and addressed the issue on the discussion board and during a subsequent lecture.

2. **Unwanted attention:** A student made several romantic advances towards an instructor despite being asked to stop. A report to an SMP Inclusivity Champion led to the student receiving a letter from an SMP Integrity Officer instructing them to cease such behaviour, with potential disciplinary action from the University if they continued.

3. **Inappropriate comments from demonstrator:** A student group reported feeling uncomfortable with comments made by an instructor during class. The SMP Inclusivity Champion addressed the issue with the instructor, who then become more mindful when interacting with students.

The SMP Inclusivity Champions are dedicated to promoting an inclusive environment where all members can thrive and feel safe. We encourage you to reach out to them if you encounter any challenges or have any concerns. Together, we can foster a positive and supportive SMP community.

Further support resources





UQ ALLY

There are further support services available if you have experienced or witnessed discrimination, bullying, or harassment.

UQ resources

- UQ Safer Communities https://about.uq.edu.au/strategy-values/safer-communities
- Student Services https://my.uq.edu.au/contact/student-central
- UQ Respect Network https://respect.uq.edu.au/support/respect-network
- UQ Ally Network https://uq.sharepoint.com/sites/topic-hr-info/SitePages/UQ-Ally-Network.aspx

External resources

- Beyond Blue Support Service www.beyondblue.org.au
- Lifeline Crisis Support & Suicide Prevention www.lifeline.org.au
- QLD/Australian Human Rights Commission https://www.qhrc.qld.gov.au/complaints
- Queensland Police Service 000 or 131 444 (non-urgent)