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# Bullying, Sexual Harassment and Discrimination Guidelines

School of Medicine and Psychology  
2024

A reference guide for Australian National University medical students on the definitions, policies and avenues for seeking support and reporting bullying, sexual harassment and discrimination.

# Contents

What is bullying, sexual harassment and discrimination	2
What can I do if I am experiencing or witness bullying, sexual harassment or discrimination?	3
Seek support	4
Informal resolution	4
Formal complaint	5
My issue still isn't resolved	6
Anonymous reporting	6
Sexual misconduct	7
Reasons you might not report bullying, sexual harassment or discrimination and reasons why you should	8
Contacts	10

*We acknowledge and celebrate the First Australians on whose lands the Australian National University operates and pay our respects to the elders of the Ngunnawal and Ngambri people, past, present and emergent.*

# Bullying, sexual harassment and discrimination have no place at the ANU School of Medicine and Psychology.

Our staff and students have the right to be part of a safe and respectful university. Sexual assault, sexual harassment, bullying and discrimination have no place here. As your Vice-Chancellor, I am affirming that the University will not shy away from talking and acting on these issues. I want to congratulate the ANU School of Medicine and Psychology leadership, staff and students for developing this reference guide as a practical way of dealing with these issues.

**Professor Brian Schmidt AC**  
Outgoing Vice-Chancellor 2023

It is now well recognised that bullying, sexual harassment and discrimination occur commonly in workplaces –including medical settings - and in universities. It is important to be able to differentiate between unpleasant behaviour and that of bullying, sexual harassment and discrimination and to understand what supports are in place to allow the reporting of such behaviour.

As a medical program, we have a responsibility to the profession, colleagues, students and the public to maintain high standards of behaviour. We take any report of bullying, sexual harassment and discrimination seriously and will address them.

Through the courage of students, we have been able to identify and manage unprofessional behaviours in the past and we are committed to continuing to work towards ensuring a safe and respectful teaching environment for all.

We want you to continue to work with us and have the courage to inform us of any experiences or witnessed unwanted behaviours. It is our responsibility to ensure a safe teaching environment for you and can do so with your help.

**Professor Paul Fitzgerald**  
Director, School of Medicine and Psychology

The ANU Medical Students' Society (ANUMSS) firmly believes that every medical student has the right to feel safe and welcome in all settings in which we learn and interact with one another. Every student should uphold the core values of respect, empathy and kindness that are crucial to being a successful medical student and future medical professional.

As such, all forms of bullying, harassment and discrimination are unacceptable behaviours and will not be tolerated within our community.

The ANUMSS was founded to support, represent, and entertain all ANU medical students. This principle underpins our commitment to support any and all students who experience bullying, harassment and discrimination throughout their student journey.



The ANUMSS is here to help you in any way that we can – whether it's having an informal chat, helping you to raise your concerns with the school, or supporting you if you decide to make a formal complaint.

We want each student to have a wonderful experience in the medical program across all four years, but to do this, your safety and comfort within our community must be protected. This guideline is one of several resources on offer that can help you to feel safe and confident in reporting any unacceptable behaviour. Please feel free to contact the ANUMSS for more information or support.

**Christine Ishak**  
Outgoing ANUMSS President 2023

*This booklet has been created with students, for students. The ANU Medical Students' Society (ANUMSS) continues to work hard to advocate for Medical Students and we greatly appreciate feedback and suggestions. Whilst we have endeavoured to ensure the information was correct at the time of publication, we appreciate there may be subsequent changes to ANU or ANUMSS processes or policies. Please see the feedback section on page 19 to contact us and we appreciate your contribution to the ongoing development of this booklet.*

The ANU is committed to ensuring that staff and students are treated with integrity and respect. All members of the ANU community have the right to work and study in an environment free from discrimination, sexual harassment and bullying. Discrimination, harassment and bullying behaviour will not be tolerated under any circumstances and is prohibited in any university, work-related or education context – whether on or off the university campus, including during face-to-face encounters or in online forums.

Our priority is to nurture a safe environment that encourages conversations around this subject matter. We want you to feel safe and comfortable expressing your concerns no matter how big or small you perceive them to be. What may seem to be a rather trivial gesture or comment may turn out to be an early warning sign of harassing behaviour.

## What is bullying, sexual harassment and discrimination?





## What is bullying?

**Bullying** can cover a range of behaviours, both subtle and overt. It is considered to be any behaviour that is unreasonable and undesirable. Bullying generally meets the following criteria:

- It is repeated
- It is unwelcome and unsolicited
- A reasonable person would consider the behaviour to be offensive, intimidating, humiliating or threatening
- It has the potential to cause harm to the person experiencing the behaviour

Examples of bullying include but are not limited to:

- Putting someone down or humiliating a person through verbal abuse, gestures, sarcasm, teasing or insults, often in front of others
- Deliberately excluding someone from workplace or educational activities, or denying them access to information and resources
- Unjustified criticisms

It is important to acknowledge that an isolated instance of bullying behaviour may appear subtle, insignificant or inconsequential. However, when it forms a pattern of behaviour, it has the potential to cause significant harm to the person(s) experiencing the behaviour.

## What is *not* bullying?

In workplaces and educational environments, it is important to differentiate between bullying behaviour and a person providing legitimate feedback as part of their role. All supervisors and academics can provide reasonable comment, criticism, advice and feedback on student performance and behaviour.

Throughout the course of your medical careers there will be difficulties in opinion between supervisors and students. However, criticism and feedback should always be delivered in a respectful and constructive manner that does not humiliate or intimidate the recipient.

If you are ever unsure whether a person's behaviour is or is not bullying, it is a good idea to discuss the behaviours with a trusted colleague, supervisor or member of staff.

## What is sexual harassment?

**Sexual harassment** is any unwanted, unwelcome or uninvited behaviour of a sexual nature that results in a person feeling humiliated, intimidated or offended. It can involve physical contact or verbal remarks of a sexual nature.

Examples of sexual harassment include, but are not limited to:

- Staring, leering or unwelcome touching
- Suggestive comments or jokes
- Inappropriate or unwanted invitations to go out on dates or requests for sex
- Intrusive questions or comments about a person's private life, clothing or body
- Unnecessary familiarity, such as deliberately brushing up against a person

## What is sexual assault?

**Sexual assault** is any unwanted sexual behaviour that you have not consented to. It can take many forms ranging from:

- Unwanted touching
- Exposure to sexual acts
- Sexual images taken without consent
- Any form of non-consensual sexual penetration

## What is discrimination?

**Discrimination** is different to bullying but can intersect with it. Discrimination occurs when a person or group of people are treated less favourably than another person or group.

This can be on the basis of race, sex, sexual orientation, intersex status, ethnic or religious background, disability, disease, age or other characteristics endemic to that individual or their relationship to someone with these characteristics.

Examples of discrimination include disadvantaging a person(s) based on the above by:

- Denying opportunities
- Excluding or isolating someone socially or professionally
- Withholding information
- Subjecting a person(s) to discriminatory taunts or abuse

## What can I do if I experience or witness bullying, sexual harassment or discrimination?

Below is a non-exhaustive summary of options which may be helpful for you in seeking support, advice and resolution of your complaint or concern. Whilst this booklet aims to offer you some helpful guidance, you are encouraged to seek a trusted member of staff if you require further support or assistance.



### **a) Seek Support**

**If you or someone else is in immediate danger call 000 for Police.**

**If you or someone else needs immediate medical attention call 000 for Ambulance.**

If you are safe but require urgent assistance contact the ANU Wellbeing and Support Line (for students) via **phone** 1300 050 327 or **text** 0488 884 170.

If allegations are about sexual violence or sexual harassment, we recommend the following:

- For information on **education and prevention**, more is available on the [Respectful Relationships Unit website](#).
- For help and support with **disclosures or reporting**, please visit the [ANU Health, Safety and Wellbeing resources page](#).

A list of further support services can be found on page 14 of this booklet or alternatively, via the [Student Safety and Wellbeing](#) and the [Getting help at ANU](#) webpages.

### **b) Informal resolution of bullying, non-sexual harassment or discrimination**

There are three different options:

- Seek advice from a trusted person, from within or external to the School of Medicine and Psychology
- Speak to the person concerned directly, only if you feel safe to do so
- Contact a medical defence organisation

If informal resolutions have not resolved the issue, you feel unsafe to speak to the person(s) involved directly or the behaviour(s) is serious, please consider proceeding with a formal complaint.

### **c) Formal complaint**

Please contact (either in person or via email) your:

- Year Coordinator
- Clinical Skills Coordinator
- School Director or Associate Director of Education (Medicine)
- ANUSA (ANU Student Association)

The person(s) can support you and provide further information on the formal complaints process.

## SEEK SUPPORT



The ANU School of Medicine and Psychology and the ANU Medical Students' Society are striving to create a community that is free from bullying, sexual harassment and discrimination. Experiencing or witnessing these behaviours can be overwhelming, disempowering and stressful and we want you to know that we are here to offer support in any way we can.

First and foremost, it is essential to seek support. Your safety and wellbeing is our priority. Find someone who you feel safe talking to – this might be a friend, family member, staff member or member of the ANU Medical Students' Society. A list of useful contacts have been provided on page 14.

Talking to a support person about the behaviour you have witnessed or experienced may help you contextualise it as bullying, sexual harassment and/or discrimination. A support person may be able to assist you to access important support such as medical, mental health or crisis support services.

## INFORMAL RESOLUTION

If you feel comfortable trying to address the matter yourself, options for informal resolution include:

- Seeking the advice of a trusted person to decide on appropriate responses and strategies to address the behaviour if it occurs again

A trusted person in the ANU School of Medicine and Psychology may include people such as an academic faculty member such as your Year Coordinator, Clinical Supervisor, Clinical Skills Coordinator or the ANU Medical Student Society's Equity Officer for peer support.

- Speaking directly to the person concerned. In some instances, the person may not realise the effect of their behaviour or actions. Once identified, they may modify their behaviour leading to improved working relationships for both parties.

Even informal complaints or reports can be acted upon. If you have discussed your concern with a staff member from the School of Medicine and Psychology, they (or another staff member) can have an informal discussion with the other person(s) involved to discuss their behaviour.

For informal feedback to other parties, your confidentiality will be maintained and your name will not be revealed, unless you agree to this. You may not hear the specific details about the nature or outcome of this discussion but may be informed when the issue has been addressed.

**Your safety is our priority.**



# FORMAL COMPLAINT

If informal process have failed to resolve or adequately address the issue, you feel these processes are not safe or applicable to your situation, a formal complaint can be raised in line with ANU procedures.

The steps involved in making a formal complaint are as follows:

## 1. Contact for assistance

Please contact your Year Coordinator, Director and Deputy Director, the ANU Dean of Students or an ANUSA representative for support and assistance.

If allegations are about sexual violence or sexual harassment, we recommend contacting the ANU [Student Safety and Wellbeing](#) team who can provide further support and assist with any investigation.

## 2. Lodge a formal written complaint

For a written complaint, please provide as much detail as possible and send the complaint to the Director, Deputy Director or Year Coordinator.

## 3. After the lodging of a formal complaint

- You will be contacted and offered a face-to-face meeting with an independent ANU School of Medicine and Psychology faculty member to discuss your complaint and offer you support. The immediate priority is your safety. We recognise that you may be worried about confidentiality or future repercussions. We want to reassure you that it is safe for you to raise your concerns and that this preliminary meeting will be strictly confidential.
- In line with the ANU policy, an independent investigator from the ANU will be assigned to investigate your complaint. This person may conduct interviews or gather written submissions and the findings of this investigation may be discussed with the Director of the School of Medicine and Psychology or their representative.
- Both the ANU and the ANU School of Medicine and Psychology have [codes of conduct](#) and clear policies on behaviour. The ANU will respond promptly to formal complaints and take action within its authority to ensure a student's safety.
- Investigations and application of outcomes will operate in accordance with [ANU Discipline Rule 2021](#).

#### **4. Outcome of the complaint**

- If the allegations are substantiated, appropriate action will be taken to address the behaviour in keeping ANU policies.
- The ANU School of Medicine and Psychology takes these matters seriously and depending on the nature of the incident, consequences may include: counselling, training, suspension of teaching and learning activities, removal of academic title and/or termination of employment or enrolment.
- You will be informed that actions will or have taken place but will not be informed of the nature of these.
- Either party can appeal the findings.
- If any aspect of the complaint constitutes a criminal act the investigator can, in consultation with you, refer the matter to the relevant agency (usually the Australian Federal Police). The investigator will provide you further information on this process as required.

For further details please refer to:

[ANU Policy: Student grievance and complaint resolution](#)

[ANU Policy: Managing misconduct, serious misconduct and suspension](#)

[ANU Policy: Prevention of discrimination, bullying and harassment](#)

#### **Confidentiality**

During a formal complaint process we will try to protect your confidentiality as much as possible. However, a person accused of bullying, any form of harassment or discrimination has a right to procedural fairness under the ANU Discipline Rule 2021. During this process, the allegation will be communicated to them; they will be offered an opportunity to respond to the allegation; and at this time they may find out your name(s).

You will not find out what actions have been taken as the confidentiality of the accused person must also be maintained.

You will however, be informed that an investigation has taken place and that actions, if appropriate, have been taken.

#### **Maintaining Professional Standards**

In keeping with the professional standards expected by the ANU School of Medicine and Psychology, if you are involved in making a formal complaint, you are asked to:

- Follow the complaint and resolution process as far as practical, noting that each individual's situation may be different
- Actively participate in attempts to resolve your grievance
- Refrain from victimising or harassing the alleged perpetrator or others involved in the grievance.

## MY ISSUE STILL ISN'T RESOLVED

After the completion of the formal complaint process, if you do not believe the issue has been adequately or appropriately resolved, there are further avenues that can be pursued:

- Contact the [ANU Dean of Students](#) who can provide further confidential advice external to the School of Medicine and Psychology.
- The issue can be referred in writing to the Deputy Vice-Chancellor (Academic) however, advice must first be sought from the Dean of Students prior.
- If the matter relates to bullying, harassment or discrimination based on sexuality, race or age – a complaint can be made directly to the [ANU Human Rights Commission](#). 1300 656 419
- The [ACT Ombudsman](#) is able to investigate complaints of unreasonable administrative actions taken by the ANU towards students.
- Contact the claims department of your medical defence insurer for impartial and independent advice. Advice can be sought at any stage

## ANONYMOUS REPORTING

The ANU School of Medicine and Psychology has a duty of care to ensure the welfare of student and staff. Anonymous reporting does not allow for continued support and impedes the natural justice for the person experiencing the unwanted behaviour and the alleged perpetrator.

If you feel that none of the options described above are appropriate for your circumstances, there is the option to make staff aware of these happenings by submitting a report anonymously through a dedicated ANU School of Medicine and Psychology [reporting portal](#).



All information provided through this portal will remain strictly anonymous, and no personal information will be collected, stored or shared as part of this process. Please note that this online form is not intended to replace formal reporting mechanisms. This form will only be seen by a select number of members of the School of Medicine and Psychology and assessed for further action.

Our primary concern is your welfare, and we want to make sure you get the support that you need. We highly encourage you to speak to a trusted member of staff as listed on page 14 or a member of the ANU Medical Students' Society confidentially or through a third party for further support and assistance.

Please don't suffer in silence. Any person who has concerns about behaviour they have experienced or witnessed has a number of options available for support and try to resolve the matter quickly and effectively.

## SEXUAL MISCONDUCT

If your complaint regards behaviour of sexual misconduct, the Sexual Misconduct Disclosure Form is managed by the [Student Safety and Wellbeing](#) team and enables you to disclose a current or past incident of sexual misconduct that either:

- Happened to yourself directly
- Happened to someone else you are supporting
- Or you witnessed

The primary purpose of this form is to provide a person who has experienced sexual misconduct with the appropriate information and referral to support and reporting options available at ANU and in the broader community. The form can be accessed via two pathways that are available through this [link](#) on the "Getting help at ANU" website. With your permission, a member of the Student Wellbeing Team will contact you to offer you support and advice on possible next steps.

This form has the option to remain anonymous if you prefer.

## Reasons you might not report bullying, sexual harassment or discrimination and reasons why you should.

### **"It could affect my career..."**

This is a common fear both the person experiencing the undesired behaviour and their trusted friends or family and can discourage reporting but it is rarely true.

The ANU will make every effort to ensure that making a complaint does not adversely impact your career.

### **"I suspect no action will be taken..."**

The ANU and the ACT Government, including ACT Health and all health services, have a zero tolerance policy for bullying, sexual harassment or discrimination in the workplace. All formal complaints must be investigated and if substantiated, there are consequences for the perpetrators.

The approach and actions taken by the ANU School of Medicine and Psychology over the recent years are a clear demonstration of its advocacy in the best interest of its student and staff.

### **“I don’t want to upset relationships within the workplace...”**

Although you may feel isolated, if you are experiencing bullying, sexual harassment or discrimination you are probably not alone. It is likely that there are people in your workplace feeling just like you, hoping that someone will speak up and stop the behaviour. By reporting the behaviour, you may empower other students and staff to speak up about how they are feeling and this will have a positive impact in the workplace for everyone.

### **“I don’t want to create a hassle for my supervisor...”**

Managers or academics may not be aware of the behaviour, or they may not be involved in the inappropriate conduct. Feeling guilty that your action may have negative repercussions for perpetrators, your supervisor, manager and/or academic staff is a common experience for people experiencing bullying, sexual harassment or discrimination but this is not your guilt to carry.

### **“I don’t want my name to be known. Can I make an anonymous complaint...?”**

You can report your concerns anonymously through the ANU Medical Students’ Society Equity Officer. However, this may not allow us to get more details to advise you on next steps. Even an anonymous formal complaint can often not be addressed appropriately as we cannot contact you. Anonymous complaints cannot be investigated and resolved.

However, if someone behaves inappropriately, it is likely that they have done it before and to others. It is therefore unlikely they will know exactly who has put in the complaint. Talking to us is the best step. We will protect your identity and advise you on the next steps. We will also give you advice on identifying yourself in a formal complaint.

Please remember that staff and students also need to adhere to a code of conduct and this should protect you. Any further unwanted behaviours from any person will be dealt with much more seriously.

### **“Managers seem to accept the behaviour...”**

There is a zero-tolerance approach to bullying, sexual harassment and discrimination within ANU in all years of study and within all organisations where students undertake placements. Managers or academics who do not address these behaviours are neglecting their obligations and bullying, sexual harassment and discrimination should still be reported.

### **“I was alone with the perpetrator so I have no witnesses to believe that my concerns were real; no one will believe me...”**

You can make a note of the direct verbatim used towards you or a detailed description of the actions or gestures conducted that made you feel uneasy. Discuss these notes with a person with whom you hold mutual trust. If several individuals, unknown to each other, observe similar behaviours, soon enough this no longer remains the isolated case one may have believed it to be.

### **“I saw it but it didn’t actually happen to me. I don’t want to breach anyone’s confidentiality or cause trouble by saying something...”**

Supportive bystanders should always look for ways to speak up safely and respectfully. This will differ according to the situation but it shouldn’t be up to the person affected to speak up alone. Offer support to the person who is being bullied, sexually harassed or discriminated against and if appropriate, offer to help them report the behaviour.

You can also use the same informal or formal complaint processes yourself provided the confidentiality of the person experiencing the behaviours is maintained.



# Contacts

## ANU MChD Program Student Support Staff

Refer to the [Student Support Centre](#) for further information and contact details of your respective year coordinators and the International Student coordinator. Other staff members who are likely to encounter during your day-to-day clinical teaching who are always willing to offer ongoing support to their students include the following:

### Wellbeing Academic Lead

Dr Nicola Schembri

[Nicola.Schembri@anu.edu.au](mailto:Nicola.Schembri@anu.edu.au)

### International Student Coordinator

Dr Lakhwinder Bhatia

[Lakhwinder.Bhatia@anu.edu.au](mailto:Lakhwinder.Bhatia@anu.edu.au)

### Academic Support Staff

#### Year 1/2 Clinical Skills Coordinator

Dr Michelle Barrett

[michelle.barrett@anu.edu.au](mailto:michelle.barrett@anu.edu.au)

#### Year 3/4 Clinical Skills Coordinator

Dr Dianne Whiteman Willis

[Dianne.Willis@anu.edu.au](mailto:Dianne.Willis@anu.edu.au)

#### Phase 2 Sydney Clinical School Coordinator

Ms Nancy Parsons

[Nancy.Parsons@anu.edu.au](mailto:Nancy.Parsons@anu.edu.au)

#### Phase 2 Rural Clinical Coordinator

A/Prof Karen Flegg

[Karen.Flegg@anu.edu.au](mailto:Karen.Flegg@anu.edu.au)

## ANU School of Medicine and Psychology Leadership

### Director

Prof Paul Fitzgerald

02 6125 2622

[director.smp@anu.edu.au](mailto:director.smp@anu.edu.au)

### Associate Director of Education (Medicine)

A/Prof Alexandra Webb

[alexandra.webb@anu.edu.au](mailto:alexandra.webb@anu.edu.au)

### Other Academic Staff

The academic staff members listed are passionate about equity and are happy to be contacted:

Dr Karlee Johnston

[karlee.johnston@anu.edu.au](mailto:karlee.johnston@anu.edu.au)

Clinical A/Prof Sarah Martin

[Sarah.Martin@anu.edu.au](mailto:Sarah.Martin@anu.edu.au)

Dr Karin Messerle

02 6125 7435

[karin.messerle@anu.edu.au](mailto:karin.messerle@anu.edu.au)

Professor Christine Phillips

02 6125 7665

[christine.phillips@anu.edu.au](mailto:christine.phillips@anu.edu.au)

Dr Nicholas Taylor

[nicholas.taylor@anu.edu.au](mailto:nicholas.taylor@anu.edu.au)

### Student Contact

The following contacts are your student representatives on the ANU Medical Students' Society for 2024 and are happy to be contacted to offer peer support:

### **ANU Student Equity Officer**

<https://www.anumss.org/about/committee/>

### **ANU Student Services**

#### **ANU Counselling (free service)**

02 6178 0455

[Counselling.centre@anu.edu.au](mailto:Counselling.centre@anu.edu.au)

<https://www.anu.edu.au/students/health-safety-wellbeing/getting-help-at-anu/anu-counselling>

#### **ANU Chaplaincy Service**

Chaplaincy service provided by a multi-faith team of chaplains including members of Christian, Baha 'i, Humanist, Jewish, Muslim and Hindu traditions.

+61 407 866 777

<https://www.anu.edu.au/students/contacts/chaplaincy>

#### **ANU Dean of Students**

02 6125 4184

[dean.students@anu.edu.au](mailto:dean.students@anu.edu.au)

#### **ANUSA**

(02) 6125 2444

[sa.admin@anu.edu.au](mailto:sa.admin@anu.edu.au)

### **24/7 Emergency Counselling and Support**

Dealing with bullying, sexual harassment and discrimination can take a significant toll on your mental health and physical wellbeing, if you do experience mental ill-health please reach out to someone you trust. If support is needed urgently there are 24 hour services available including:

#### **24/7 ANU Wellbeing and Support Line**

1300 050 327

+61 488 884 170 (SMS)

Available 24 hours a day, 7 days a week

#### **Lifeline**

13 11 14

**Access Mental Health (formerly CATT)**

1800 629 354

**Kids Helpline (young people up to 25 years)**

1800 551 800

**Canberra Rape Crisis Centre (CRCC)**

02 6247 2525

**Domestic Violence Crisis Service (DVCS)**

02 6280 0900

**Suicide Call Back Service**

1300 659 467

**Sexual Assault Support Services**

There are people who can give you specialist advice and support. Even if you are not ready to report the assault, you should seek medical assistance and support as soon as possible after the event.

More information on how to seek help and support can be found on the [ANU Respectful Relationships Unit](#) website.

**ACT Police**

000 (Emergency)

131 444 (non-urgent)

Available 24 hours a day, 7 days a week

**1800 RESPECT 24 hour phone support**

1800 737 732

<https://www.1800respect.org.au/>

Available 24 hours a day, 7 days a week

**Canberra Rape Crisis Centre (CRCC)**

02 6247 2525

<https://crcc.org.au/>

Available 7am – 11pm, 7 days a week

**Domestic Violence Crisis Service (DVCS)**

02 6280 0900

<https://dvcs.org.au/>

Available 24 hours a day, 7 days a week

**Service Assisting Male Survivors of Sexual Assault**

02 6247 2525

<https://samssa.org.au/>

Available 7am – 11pm, 7 days a week

**Nguru Aboriginal and Torres Strait Islander Community Support**

02 6247 2525

<https://crcc.org.au/the-nguru-program/>

Available 7am – 11pm, 7 days a week

**Sexual Assault and Child Abuse Team (FAMSAC)**

131 444

Available 24 hours a day, 7 days a week

**Forensic and Medical Sexual Assault Care (FAMSAC)**

02 6244 2185 (9am – 5pm)

02 6244 2222 (24 hours a day via Canberra Health Switchboard)

**Canberra Sexual Health Centre**

02 5124 2184

**Medical Services**

**GP Services**

Don't forget to stay in contact with your own GP. If you do not have a regular G, you can utilise the Doctor's Health Advisory Services ACT:

+61 407 265 414

Free services, available 24 hours a day, 7 days a week



## **Drs 4 Drs**

An independent, safe, supportive and confidential services. Drs4Drs promotes the health and wellbeing of doctors and medical students across Australia.

<https://www.drs4drs.com.au/>

24/7 Helpline

02 9437 6552 (ACT/NSW)

## **Medical Defence Organisations**

Offer free membership to medical students and are able to provide free legal advice to students before and during the formal complaints process. Contact your organisations claims department or website for further information.

## **Other Recourses**

[What you can do to stop bullies – be a supportive bystander: Violence, Harassment and Bullying fact sheet](#)

[Australian Human Rights Commission](#)

## **Feedback**

This booklet has been developed for students by students. If you identify information that is incorrect or other information that you think needs to be included, let us know! Please provide feedback and ideas surrounding the content of this document to the ANU Medical Students' Society Equity Officer at:

[equity@anumss.org](mailto:equity@anumss.org)

<https://www.anumss.org/>

## **References**

[Australian National University Procedure: Prevention of discrimination, harassment and bullying](#)

[Australian National University Student Grievance and Complaint Resolution Policy](#)

[Australian National University - Policy: Student Critical Incident](#)

[ACT Government Public Sector Employment Framework Portal. Resolving workplace issues](#)

[ACT Government-Fact sheet: Feeling Safe and Supported on Clinical Placement](#)

## CONTACT US

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**Phone:** 02 6125 2622