

Support for Staff Experiencing or Witnessing Racism, Vilification or Victimisation


Flinders University is committed to creating a safe, inclusive, and respectful environment for all. Racism, vilification, and victimisation are unlawful and contrary to our values. If you have experienced or witnessed such behaviour, support is available.

We have a range of **confidential contact points** within the University who can provide a **listening ear**, factual information, and guidance. **Contacting someone does not automatically initiate a complaint**—you are in control of how you choose to proceed.

Confidential Support Contacts

1. Employee Assistance Program (EAP)

Free, confidential counselling and support for staff.

 1300 360 364

 [EAP Information](#)

2. People & Culture Business Partners

Dedicated staff who can provide information about relevant policies and procedures, and help guide you through internal processes—including lodging a grievance if you choose to do so.

 [P&C Business Partnering](#)

3. Your Supervisor or Manager

You may choose to speak directly with your supervisor for initial support or guidance.

4. Equal Opportunity Email (Monitored)

For general enquiries, support, or to opt out of survey communications.

 equal.opportunity@flinders.edu.au

5. Equal Opportunity Contact Officers

Provide a **confidential listening ear**, and offer **information on where and how to locate relevant policies, procedures, and support services and people**.

 [EO contact Officers](#)

Complaint Pathways

Staff Complaints

Staff can raise complaints under the **Staff Grievance Procedures** outlined in the University's Enterprise Agreement.

 [Enterprise Agreement & Grievance Procedures](#)

Student Complaints

If you are supporting a student, they can lodge a complaint under the Student Complaints Policy.

Support for Supervisors

Supervisors managing discrimination concerns or looking to provide additional support can access information and resources from:

- [People and Culture Business Partners](#)
- [Employee Assistance Program for Supervisor Assistance](#)
- [Work Health & Safety Unit](#)
- [Supervisor Reference Manual](#)
- [Enterprise Agreement](#)
- [Flinders policy library](#)

Further Information

Visit Flinders dedicated Anti-Racism webpage for information on:

- University policies and procedures
- Reporting options
- Educational resources
- Ongoing initiatives to promote inclusion and respect

 [Anti-Racism webpage](#)

Health and Wellbeing Support

Thriving at Flinders


Find resources supporting mental health and wellbeing, including access to:

- Onsite general practitioners
- Mental health programs and counselling
- Wellbeing strategies for staff and supervisors

 [Thriving at Flinders](#)

UNISuper Members

Access a free, confidential mental health review through **MetLife 360Health**.

 [Metlife 360Health Services](#)

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

External Agencies

Staff may also refer concerns to external bodies at any time, including:

- **Australian Human Rights Commission**
 - **State or Territory Equal Opportunity Commissions**
 - **Police** (in cases involving potential criminal conduct)
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External Mental Health and Counselling Services (24/7)

- **Beyond Blue:** 1300 22 4636 | beyondblue.org.au
 - **Lifeline:** 13 11 14 | lifeline.org.au
 - **MensLine Australia:** 1300 78 99 78 | mensline.org.au
 - **Suicide Call Back Service:** 1300 659 467
 - **13YARN (Aboriginal & Torres Strait Islander people):** 13 92 76 | 13yarn.org.au
 - **QLife (LGBTI+ support, 3pm–midnight):** qlife.org.au
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Additional Online Resources for Self-Care & Wellbeing

- **WellMob – Cultural wellbeing for Aboriginal & Torres Strait Islander people:** wellmob.org.au
- **Headspace – Mental health for ages 12–25:** headspace.org.au
- **ReachOut – Mindfulness and coping tools:** reachout.com
- **Healthtalk Australia – Self-care and lived experiences:** healthtalkaustralia.org