

# Harassment, discrimination and bullying for HDR students

You have the right to study and work at the University in an environment that is free from harassment, discrimination and bullying.

**Harassment** is behaviour towards another person (or a group of people) that could reasonably be expected to make them feel offended, intimidated, insulted or humiliated.

**Unlawful direct discrimination** occurs when a person is treated less favourably than others in a similar situation because they possess a certain attribute protected by law, such as race, gender, or disability status.

**Bullying** is repeated, unreasonable behaviour that is directed towards a person or a group of people, that may create a risk to their health and safety. For research students this can include undermining research performance by deliberately withholding information vital for effective performance.

Find out more about [harassment, discrimination and bullying](#) including cyberbullying.

## What is unlikely to constitute harassment, discrimination or bullying?

As a research student you will receive feedback on your progress. Legitimate comment and advice, including relevant negative or full and frank feedback on your research, ideas, writing, progress, work performance or work-related behaviour, will not necessarily constitute harassment, discrimination, or bullying. If you feel uncomfortable or unsure about feedback you have received, or any behaviour towards you, you can [contact us](#) to discuss it confidentially.

## Further assistance

If you think you or someone you know is being harassed, discriminated against, or bullied at the University, whether by another student or staff

member, or you are the subject of a complaint, [contact us](#) to receive assistance from our legal or casework services.

To speak with a counsellor about an incident of harassment, discrimination, or bullying contact:

- the University [Counselling and Psychological Services](#) (CAPS) for free and confidential assistance  
**02 8627 8433**
- the [Mental Wellbeing Support Line](#) available 24/7 and managed by CAPS  
**1300 474 065** (within Australia) or text **0488 884 429** for SMS chat.

Find [more on-campus student support services](#).

## Disclaimer

This information is current as at January 2021 and is intended as a guide to the law as it applies to people who live in or are affected by the law as it applies in NSW. It does not constitute legal advice.