Integrity Framework

The University of Queensland Act 1998 is a statutory body operating under the University of Queensland Act 1998. The Vice-Chancellor is the Chief Executive Officer and is conferred the powers to perform and delegate the functions of the University.

In exercising these powers, the Vice-Chancellor has defined UQ’s:

**Vision**
Knowledge leadership for a better world.

**Mission**
Our core purpose is to deliver for the public good through excellence in education, research and engagement with our communities and partners – locally, nationally and globally.

**Values**
Creativity  |  Truth  |  Integrity  |  Excellence  |  Courage

At UQ, we always act with integrity. As stewards of the University’s resources and reputation, we are honest, ethical and principled. In practice, this means:

- We maintain an honest, ethical and conscientious research culture
- We are prudent and accountable in our use of public money
- We behave appropriately in interacting with our colleagues, students and community

UQ ensures these expectations are delivered by:

- Setting out our expectations in policy and procedure
- Enacting these expectations through appropriate accountabilities and governance groups
- Ensuring these expectations are being upheld through monitoring, compliance and assurance
- Building staff understanding of these expectations through education, training and communication
- Using all of these to feed continuous improvement in delivery of UQ’s Integrity Framework

The Integrity Framework applies to all University staff, affiliates, volunteers inclusive of members of the University Senate.
Integrity Framework

We behave appropriately in interacting with our colleagues, students and community:

- UQ values
- Code of Conduct
- Alcohol and Other Drugs Policy
- Complaints Management Policy
- Health, Safety and Wellness Policy
- Privacy Management Policy
- Sexual Misconduct Prevention and Response Policy
- Diversity, Equity and Inclusive Behaviours Policy
- Freedom of Speech and Academic Freedom Policy

We are prudent and accountable in our use of public money:

- Code of Conduct
- Asset Management Plan
- Consultancy, Secondary Employment and Internal Work Policy
- Conflict of Interest Policy
- Financial policy suite
- Procurement Policy
- Fraud and Corruption Conduct Policy
- Public Interest Disclosure Policy
- Third Party Hire Policy
- Travel Policy
- Information and Communication Technology (ICT) Policy

We maintain an honest, ethical and transparent professional, academic and research culture:

- Code of Conduct
- Student Code of Conduct
- Responsible Research Management Framework Policy
- and underlying policies and procedures

Our expectations are set out in:

Our expectations are enacted by:

- Mandatory training, including:
  - Staff Code of Conduct
  - Aboriginal and Torres Strait Islander Cultural learning
  - Appropriate workplace behaviour
  - Privacy at UQ

- Mandatory training, including:
  - Staff Code of Conduct
  - Privacy at UQ

We ensure staff understand these expectations through:

- Mandatory training, including:
  - Cyber security awareness
  - Health, safety & wellness induction
  - People & culture training suite (incl. discrimination; recruitment; disability)

- Mandatory training, including:
  - Staff Code of Conduct (includes Code of Conduct, conflict of interest, fraud & corruption awareness)
  - Annual fire safety awareness
  - Cyber security awareness

- Mandatory training, including:
  - Staff Code of Conduct
  - Finance training suite (e.g. Procurement; Budgeting)

The expectations are enacted by:

- Workplace relations activities
- Integrity Unit activities
- UQ Leadership framework
- Staff APD processes
- Complaints management processes

- Workplace relations and Integrity Unit activities
- UQ Leadership framework
- Conflict of interest and secondary employment registers
- Foreign interest disclosures
- UQ’s Procurement Policy and Procedures
- Complaints management processes

We ensure these expectations are upheld through:

- Complaints Management Committee
- UQ Internal Audit Program
- QAO Program participation
- Actively seeking our partners demonstrate they meet our integrity values through our procurement processes

- Complaints Management Committee
- UQ Internal Audit Program
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We use the learnings from the above measures to feed continuous improvement in delivery of UQ’s Integrity Framework and constituent activities.

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