



Reporting a concern process

ARC Centre of Excellence for
All Sky Astrophysics in 3 Dimensions

"It takes two to speak the truth; one to speak, and another to hear."
Henry David Thoreau

Why do we have a confidential/anonymous reporting process?

Our ASTRO 3D community is committed to fostering an inclusive culture free from all forms of harassment. The hope is that the reporting form is not needed, but providing the form goes a long way towards ensuring we support all our members in a psychologically safe and accessible manner.

This form has been developed by the Equity, Diversity and Inclusion Committee as a result of the concerns expressed via their survey before the 2022 Retreat.

How does it work?

The form (see below) provides a guided list of questions to report your concern and understand your expectations. Once the form is submitted, the responses go to the Chief Operations Officer (Professional staff).

You can report **anonymously** if you wish, however, please not that:

1. remaining anonymous means that ASTRO 3D will not be able to follow-up with you directly; and
2. anonymous reports can only be recorded with no actional response by ASTRO 3D.

Ombudspeople

Everyone within ASTRO 3D should feel valued and supported. For this reason, ASTRO 3D has two Ombudspeople to help manage cases of grievances (bullying or harassment) that might occur across nodes or partner institutions. These ombudspeople can be contacted should a member have a grievance that is across different nodes or partner institutions.

You can contact an ombudsperson to talk through issues of concern and they are available to provide you with feedback and advice. With your permission, to take further action, your issue will be reported directly to the Centre Director and the relevant university Human Resources (HR) departments. The university HR departments will follow university protocols to investigate the grievance. The outcome and any HR recommendations will be used by our ASTRO 3D executive to make decisions regarding membership or leadership roles within the Centre if a member is found by their university to have committed a grievance. Leadership roles may also be suspended while an investigation is ongoing. In the cases of grievances within one's own institution, standard university reporting and HR processes should be followed.

ASTRO 3Ds ombuspeople were Professor Richard Baker Emeritus Professor, Fenner School, ANU College of Science and Professor Kate Brooks, Head of School of Electrical Engineering, Computing and Mathematical Science, Curtin University.



ASTRO 3D Reporting Form

ASTRO 3D is committed to providing all members a safe and supportive environment. Please use this reporting form if you see or experience anything that goes against our [ASTRO 3D policies, including the Code of Conduct](#).

This form provides a guided list of questions to report your concern and understand your expectations.

Once the form is submitted, the responses are sent directly to the Chief Operations Officer (professional staff).

Concern *

Please describe your concerns and provide as much information as you are comfortable sharing.

Actions *

What would you like to see as a result of reporting your concern?

- Reporting my concern is sufficient, no follow-up is needed at this time.
- I would like my concern to be discussed by the EDI committee.
- I would like to be contacted by ASTRO 3D leadership to confidentially discuss my concern.

Anonymous? *

Do you wish to remain anonymous?

ASTRO 3D fully supports anonymous reporting, but please note that:

1. remaining anonymous means that ASTRO 3D will not be able to follow-up with you directly; and
2. anonymous reports can only be recorded with no actionable response by ASTRO 3D.

- Yes
- No

File Upload

Please upload any supporting information you wish to here.

Drag and drop files here or [browse files](#)

Additional Resources

ASTRO 3D is committed to caring for and supporting all our members as best we can, but ASTRO 3D has no legal authority to formally address a concern. We strongly recommend using your institute's reporting forms and/or the ASA if appropriate.

[ASTRO 3D Policies including Code of Conduct](#)
[Astronomical Society of Australia Policies & Complaint Form](#)

If you are not feeling like your usual self, if you're feeling nervous, lonely, stressed or depressed, there is free, confidential help available – people you can talk to any time of the day or night:

Call [Benestar](#) on 1300 360 364 for one-off or ongoing counselling
Call [Lifeline](#) on 131 114 (24/7) or [chat online](#) (7pm – midnight AEST)
International students in Australia: Medibank's International Student Health and Support Line 1800 887 283 (24/7)
International students not in Australia: Medibank +61 (2) 8905 0307 (24/7)