



THE UNIVERSITY OF
SYDNEY



Ally Network Agreement and Pledge

In agreeing to be involved in the University of Sydney's Ally Network and identified as an Ally Network contact, I promise to adhere to the following guidelines to help support students and staff who are lesbian, gay, bisexual, transgender, intersex, queer or questioning (LGBTIQ), same sex attracted, gender diverse or have intersex characteristics.

- I will support the University's commitment to creating a stronger and more inclusive community by raising awareness of LGBTIQ issues by wearing my Ally logo pin and displaying the Ally Network sticker.
- I will help create a welcoming and supportive environment for students and staff who identify as LGBTIQ by being non-judgmental and understanding.
- I will listen and guide any student or staff member identifying themselves as LGBTIQ, same sex attracted, gender diverse, or having intersex characteristics. In doing so, I acknowledge that my role is not one of a counselor and will not give advice.
- I will, in any way, challenge homophobia, biphobia, transphobia and stigmatisation of intersex people. I will challenge attitudes and behaviours that reflect or contribute to homophobia, biphobia, transphobia and stigmatisation of intersex people.
- I will learn to challenge myself on issues facing the LGBTIQ communities and keep informed on resources surrounding such issues.
- I will keep a professional manner at all times.
- I will act in accordance with the guidelines of the University of Sydney's Ally network, for staff - the University of Sydney Code of Conduct for Staff and for students - the University of Sydney Code of Conduct for students.
- I give permission for my name and contact details to be published on the Ally Network website.

Name:..... Signature:.....

Faculty or Unit:..... Staff Title:.....

(If student, leave blank)

Email:.....

Phone (work):.....Phone (mobile):.....

Ally Network contact checklist

Resources and support for designated Allies

The following resources are available for ally contacts:

- ✓ Ally Network Resource Guide
- ✓ Ally Network Contact Checklist - A one page guide for managing peer support conversations
- ✓ Ally Network Pledge and Agreement
- ✓ Ally Lapel Pin and Ally Network Sticker

The role of an Ally contact person

An Ally contact person is a staff member or student who has completed Ally Network training and who has taken the Ally Network Pledge with the University. An Ally contact is an “advocate for inclusion” and has three key responsibilities.

- To contribute to the visibility of the Ally Network by wearing the Ally lapel pin, displaying the Ally Network sticker/logo at their workplace and agreeing to be listed as an Ally on the Ally Network webpage.
- To provide a safe place for students and staff who are seeking support because of their gender or sexual identity or intersex status.
- To maintain confidentiality at all times
- To safely *challenge homophobic, biphobic, transphobic behaviours and stigmatisation of intersex people* when they observe it in the University environment.

An Ally contact is a peer helper who provides a safe space through active listening, empathy and information sharing to support an LGBTIQ colleague. They maintain confidentiality, explore options and if required refer the student or staff member to an internal or external support service as appropriate. An Ally contact is **NOT** a counsellor and does not provide counselling. They share many similarities with counsellors such as active listening skills and also provide options for getting appropriate support, however a peer helper does not counsel. An Ally contact is NOT required to be an expert on LGBTIQ issues. However, through Ally Network training and participating in Ally Network activities, an Ally contact will develop and maintain a sound understanding of the lived-experience of people who are LGBTIQ.

A Note About Peer Support

Peer support is often defined as the help and support that one person gives to another. Peer support is a system of giving and receiving help, reliant on principles of respect, shared responsibility and mutual agreement. It is about understanding a person’s situation in an empathetic way and acknowledging that it is not about taking ownership of someone else’s problems. Within the Ally Network, a peer support person is point of contact for LGBTIQ students and staff.

**IF AT ANY POINT YOU OR SOMEONE YOU KNOW IS IN DANGER OR IN A CRISIS
PLEASE CONTACT CAMPUS SECURITY OR EMERGENCY SERVICES**

CAMPUS SECURITY: 02 9351 3333 (24/7)

EMERGENCY SERVICES: 000

Responsibilities of an Ally contact:

- Listen in a nonjudgmental way
- Guide and explore options
- Provide information about University and community based support services and resources
- Remember you are not there to provide counseling, solve problems or deal with complaints
- Maintain confidentiality – personal information about an individual will only be shared with a third party if there are concerns about personal safety or there is a legal requirement.

Staff	Students
Support	
* Employee Assistance Program or 1800 818 728 (24/7 number)	Counselling and Psychological Services (CAPS) 02 8627 8433 or 8627 8437 Qlife: 1800 184 527
Complaint referral	
Case Management 02 9351 5885 case.management@sydney.edu.au	Student Affairs 02 8627 8465 studentaffairs@sydney.edu.au
Safety Concerns	
Campus Security: 9351 3333 Police, Fire, Ambulance: 000	Campus Security: 9351 3333 Police, Fire, Ambulance: 000 Student Representative Council (SRC): 02 9660 5222
Health	
The University Health Service Level 3, Wentworth Building 02 9351 3484	The University Health Service Level 3, Wentworth Building 02 9351 3484

Where you can get help – As a member of the Ally Network, if you require support or clarification when supporting a student or staff member please contact Equity and Diversity Strategy on 02 9036 4758.



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Ally Network Resources: A resource and support list for Students and Staff

ON CAMPUS

Students:

Counselling and Psychological Services (CAPS): For students who are having personal issues that may or may not be affecting their study CAPS provides face-to-face counselling and workshops that aim to resolve emotional issues.

P: 02 8627 8433 or 8627 843

W: <http://sydney.edu.au/students/counselling-and-mental-health-support.html>

University Health Service: The University Health Service offers experienced general practitioner and emergency medical care services to all members of the University community including students, staff and visitors.

P: 02 9351 3484

W: <http://sydney.edu.au/health-service/services/>

Emergency Support: Campus Security is available 24 hours a day to assist with emergencies or safety threats.

P: 02 9351 3333

W: <http://sydney.edu.au/campus-life/safety-security.html>

Staff:

University Health Service: The University Health Service offers experienced general practitioner and emergency medical care services to all members of the University community including students, staff and visitors.

P: 02 9351 3484

W: <http://sydney.edu.au/health-service/services/>

Emergency Support: Campus Security is available 24 hours a day to assist with emergencies or safety threats.

P: 02 9351 3333

W: <https://intranet.sydney.edu.au/services/campus-services/security.html>

AccessEAP: AccessEAP is the University of Sydney's employee assistance service. AccessEAP provides high quality, short term professional counselling for employees to use confidentially and voluntarily to deal with personal and/or work related issues.

P: 1800 818 728

W: <http://www.accesseap.com.au/>

External Community LGBTIQ Support Services

Twenty10: Twenty10 is a community-based, non-profit, state-wide organisation, working with and supporting people of diverse genders, sexes and sexualities, their families and communities.

W: <http://www.twenty10.org.au/>

W: <https://www.facebook.com/Twenty10incGLCSNSW/>

QLife: Australia's first nationally oriented counselling and referral service for LGBTI people.

P: 1800 184 527

W: <https://qlife.org.au/>

ACON: A NSW based health promotion organisation specialising in HIV prevention and support LGBTI health.

P: 1800 063 060

W: www.acon.org.au

The Gender Centre: The Gender Centre offers a wide range of services such as accommodation, counselling, education and training to enhance the ability of transgender and gender diverse people, their partners, family members and friends to make informed choices.

P: 02 9569 2366

W: <http://www.gendercentre.org.au>

Female to Male Australia (FTMA): This network is the largest membership based network of men who identify as transsexual and offers accurate, relevant and timely information about transitioning.

W: <http://www.ftmaustralia.org/>

W: <https://www.facebook.com/ftmaustralia/>

Organisation Intersex International Australia: Oii Australia is a national body by and for people with intersex variations. They promote human rights and bodily autonomy for intersex people and provide information, education and peer support.

W: <http://oii.org.au>

Androgen Insensitivity Syndrome Support Group Australia (AIS): A peer support, information and advocacy group for people affected by AIS and/or related intersex variations and their families.

W: <http://aissga.org.au>

Minus 18: Australia's largest youth led organisation for LGBT youth. Minus 18 has produced some excellent resources for trans and gender diverse youth.

W: <https://minus18.org.au/>

Ankali: The Ankali Project trains and supports volunteers who then provide emotional and social support to people living with HIV.

P: 02 9332 9600,

W: <http://thealbioncentre.org.au/ankali/the-ankali-project/>

W: <https://www.facebook.com/ankaliproject/>

Australian Lesbian Medical Association (ALMA): Provides a supportive network to its members through advocacy, mentoring and social activities.

W: <http://www.almas.org.au/>

Gay and Married Men's Association (GAMMA): Provides phone support and organises regular social support groups for men that are gay and married.

P: 1800 804 617

W: <http://www.gamma.org.au/>

Study and Employment

Pride in Diversity: Pride in Diversity is Australia's first and only not-for-profit workplace program designed specifically to assist Australian employers with the inclusion of lesbian, gay, bisexual, transgender and intersex (LGBTI) employees.

W: <http://www.prideindiversity.com.au/>

Out for Australia: An organisation that seeks to support and mentor aspiring LGBTIQ professionals as they navigate their way through the early stages of their careers.

W: <http://www.outforaustralia.org/>

Australian LGBTIQ University guide

This guide provides information about how well Australian Universities cater to the needs of LGBTI students through things like inclusive policies, staff training and providing information, resources and support for LGBTIQ students.

W: <http://lgbtiuniguide.org.au/>

The Pinnacle Foundation has been established to provide scholarships to lesbian, gay, transexual, queer, intersex and bisexual youth who are marginalised or disadvantaged.

W: <http://www.thepinnaclefoundation.org/>

Health:

Gay and Lesbian Counselling Service (GLCS) of NSW: Volunteer-run community service providing telephone counselling, information, referral and support to the LGBT and related communities.

P: 02 8549 9596

NSW Sexual Health Clinics: For information about NSW Sexual Health Clinics and to find your nearest sexual health clinic:

P: 1800 451 624

W: <http://www.health.nsw.gov.au/sexualhealth/pages/sexual-health-clinics.aspx>

National LGBTI Health Alliance: The national peak health organisation in Australia for organisations and individuals that provide health-related programs, services and research focused on lesbian, gay, bisexual, transgender, and intersex people (LGBTI) and other sexuality, gender, and bodily diverse people and communities.

P: 02 8568 1123

W: <http://lgbtihealth.org.au/>

Rights:

Anti-Discrimination Board: This agency is part of the NSW Attorney-General's Department and administers the anti-discrimination laws of the state.

P: 02 9268 5555

W: <http://www.lawlink.nsw.gov.au/adb>

Gay and Lesbian Rights Lobby (GLRL): Advocates on behalf of lesbians and gay men. They also provide referral and educative resources on gay and lesbian rights to the media, policy makers and the community.

P: 02 9571 5501

W: <http://glrl.org.au/>

Human Rights Commission: The commission identifies and builds community awareness around the human rights issues faced by lesbian, gay, bisexual, trans and intersex people and makes it unlawful to discriminate against such persons.

P: 02 9284 9600

W: <https://www.humanrights.gov.au/our-work/sexual-orientation-sex-gender-identity>

The Inner City Legal Centre (ICLC): The ICLC provides free and confidential legal service statewide for the NSW LGBTIQ community. The ICLC also runs the Safe Relationship Project, which assists LGBTIQ individuals who are experiencing or escaping an abusive relationship.

P: 1800 244 481

W: www.iclc.org.au