



St Andrew's College

Code of Conduct

This policy has been developed by the St Andrew's College community
Policy authorised by St Andrew's College Council.

Code of Conduct

St Andrew's College Members, which include all students and staff, are role models in the community. As such they must ensure that their behaviour at all times is exemplary. All members should project a positive image to other College members, the University community and to the general public.

You are expected to:

- Treat all College members (staff and students), visitors, and the College itself with respect
- Act ethically and honestly
- Respect others privacy and wellbeing
- Maintain a collaborative approach to all relationships within College and with those associated with College at all times
- When undertaking any activity, seek freely informed consent from other parties

The following behaviours are unacceptable and non-compliance may render the College Member liable to a fine, suspension, or dismissal from College:

- Offensive language
- Offensive behaviour
- Violent behaviour
- Wilful and obscene exposure
- Undertaking any illegal activities
- Discriminatory language or behaviour based on sex, gender, religion, culture, disability, age, race or general vilification in any form
- Engaging in any activity which inhibits the business, study practices or reputation of College
- Distribution or advertisement of scurrilous or obscene material within the College through any medium (i.e. noticeboards, email or social media etc.)
- Any form of harassment, physical or verbal assault, bullying, stalking, vilification or victimisation.
- Any form of Sexual Harm or Gender-Based violence
- Any form of Hazing, which is defined as:
Any action taken or any situation created intentionally that causes embarrassment, harassment or ridicule and risks emotional and/or physical harm to members of a group or team, whether new or not, regardless of the person's willingness to participate.

As a member of College you are responsible for the behaviour of any invited guests, friends or family who are also expected to adhere to the Code of Conduct while on College grounds. Failure to do so may result in a permanent ban from the College site for any invited guests, friends or family and a fine or warning for the involved College member.

College has a number of policies and procedures and all members must ensure that they receive and read the St Andrew's College policies and procedures at the start of each academic year. The relevant policies and procedures are listed below:

- *Alcohol, Smoking, Medications and Other Drugs Policy*
- *Sexual Harm & Gender-Based Violence Policy*
- *Diversity and Inclusion Policy*
- *Social Media Policy*