



ST PAUL'S COLLEGE
WITHIN THE UNIVERSITY OF SYDNEY

CODE OF CONDUCT

VALUES

St Paul's College aspires to offer all its students the best all-round educational experience that it can, in the great tradition of collegiate education and in line with its foundation and its enduring values as an Anglican Christian college within the University of Sydney.

The values of the College, which it is committed to uphold, include respect and dignity for all, including equality of respect for all; diversity and inclusion; integrity; community; learning; faith; service; and responsibility.

The College has a responsibility to provide a safe and respectful environment for all, and is determined to uphold a culture of inclusion, respect and safety. It requires all its members to contribute to this and to accept responsibility for their own conduct.

The College is determined to be leaders in preventing and responding strongly to sexism, sexual harassment, and sexual assault, and expects all its members to act accordingly. It has zero tolerance for any conduct inconsistent with this.

We are equally determined to uphold the values of respect and dignity for all, regardless of gender, gender identity, sexual orientation, race, nationality, religion, disability, social background, or other factors.

We are committed to upholding a culture of respect and fair play in all inter-collegiate social and competitive interactions.

STANDARDS OF PERSONAL BEHAVIOUR

The College encourages College members to behave always in ways that best exemplify the College's values.

The College *expects and requires* that its students, staff, residents and visitors will:

1. act with honesty and integrity, and ethically;
2. treat all students, staff, and others with dignity and respect;
3. abide by Federal and State laws and regulations;
4. abide by College and University by-laws, handbooks, policies, procedures and guidelines (including, for example, inter-collegiate and Sydney University Sport and Fitness policies and procedures); and
5. ensure that behaviour does not embarrass or otherwise bring the College into disrepute.

Actions inconsistent with these Standards of Personal Behaviour will make those responsible liable to disciplinary action, including the possibility of suspension or expulsion from the College.

SCOPE AND PURPOSES OF THIS CODE OF CONDUCT

These standards of personal behaviour are required of all resident members of St Paul's College at all times, whether in or out of College property at the time, and whether during semester or vacation. A student or other resident member of the College, wherever they are, is expected to act in a way that is consistent with the values of the College and its good standing, and with this Code of Conduct.

The standards of behaviour set out in this Code are expected of all students, staff, other residents, and visitors to the College, all of whom are bound by College By-laws, policies and procedures (including all requirements set out in the Handbooks of the College).

St Paul's College students are also students of the University of Sydney, and accordingly are subject to the University's powers and processes on student discipline and misconduct, including in relation to conduct not undertaken on University or College grounds (e.g. on a sporting tour). University policies include a code of conduct, and policies on topics such as sexual misconduct, health and safety, student discipline, academic honesty, alcohol consumption, and bullying, harassment and discrimination. The Warden may be obliged to refer serious breaches of University codes or policies by any College student to the University. Sanctions include expulsion from the University.

Any person associated with the College taking part in inter-collegiate activities is bound by any inter-collegiate codes of conduct or other policies as determined by the Heads of Colleges.

A College member, wherever they are, is also subject to the law, which applies in College as it does in the wider community.

The standards of personal behaviour set out in this Code of Conduct are necessary and important:

- to ensure that the values of St Paul's College are upheld in the conduct of its members towards each other and towards others;
- in particular, to ensure that respect and dignity are accorded to all;
- to fulfil the College's responsibility to be a safe and respectful environment;
- to reflect the good character expected of all members of the College;
- to enable members of the St Paul's College community to live and learn together harmoniously and well;
- to enable the St Paul's College community to co-exist harmoniously with our neighbours, including in The Women's College, Wesley College, Moore College, and other colleges, the University, and the local community;
- to honour our position within the wider University of Sydney, the Anglican Church, and the wider community;
- to respect the law;
- to meet the legitimate expectations the community has of us; and
- to ensure the good standing of the College and of all its members.

This Code of Conduct applies in conjunction with other policies and procedures of the College and of the University of Sydney, including (but not limited to)

- The St Paul's College *Sexual Misconduct Policy*
- The St Paul's College *Bullying, Harassment and Discrimination Policy*

- The St Paul's College *Hazing and Initiations Policy*

and the University of Sydney *Code of Conduct for Students* and other policies, including on academic and personal conduct, such as:

- The University of Sydney's *Academic Honesty in Coursework Policy 2015*
- The University of Sydney's *Bullying, Harassment and Discrimination Prevention Policy 2015*, and
- The University of Sydney's *Student Sexual Assault and Sexual Harassment Policy 2018*.

UNACCEPTABLE PERSONAL BEHAVIOURS

Consistently with the Standards of Personal Behaviour set out above, Unacceptable Personal Behaviours for which the College's disciplinary processes apply include (but are not limited to):

1. academic misconduct, such as plagiarism, cheating in examinations or other assessments, and fabrication of research results.
2. sexist or racist behaviour and language.
3. sexual misconduct, including sexual harassment or sexual assault. The College's zero-tolerance approach to sexual misconduct is reflected in its *Sexual Misconduct Policy*, which College students, staff and residents are obliged to read and abide by.
4. bullying, harassment or discrimination of any kind of another person.
5. disrespectful, threatening, intimidating, demeaning, degrading or offensive behaviour. For example:
 - Participation in Welcome Week or any College or Students' Club or other festivities or events shall involve no "trial by ordeal" or obligatory participation in or inducement to participate in initiations, ceremonies, drinking games or activities that are inconsistent with the values and behavioural expectations stated in this Code or in the College Handbook. Membership of College does not give a more senior member of College the right to expect, demand or coerce participation.
 - Hissing is demeaning and offensive, and is contrary to the College's commitment to respect and dignity.
6. any form of hazing or any other behaviours that compromise or risk students' physical, psychological or emotional safety and well-being (whether or not it is with the consent or apparent consent of the other person).
7. abuse – be it verbal, written or physical, subtle or overt – including sledging of competitors in sporting or other competitions. Demeaning or degrading chants, songs, heckling, banners and the like are prohibited.
8. any retaliation against or victimisation of anyone who has disclosed, reported, witnessed or complained about unacceptable behaviour, or who has supported anyone who has done so, or intervened to prevent or stop unacceptable behaviour.
9. public or publicly-observable urination, sex or nudity (which may be treated as forms of harassment).
10. interference with fire equipment and other safety equipment.

11. having naked flames (including lit candles) in residential rooms, or starting any fire other than as authorised by senior College officers, or causing unnecessary fire alarms by deliberate or careless action.
12. smoking except in the designated smoking area or areas.
13. wilful or careless damage to the College's property or the property of anyone else.
14. theft or attempted theft. So-called souveniring from other Colleges or premises is a form of theft and is dealt with as such, including with liability to criminal prosecution.
15. noise disturbance. In all residential areas of College no noise from your room or corridor should disturb your neighbours after 10:30 pm, and beyond midnight nothing shall be audible beyond your room or corridor. A noise complaint from The Women's College, Wesley College, Moore College, or other neighbours, is liable to attract a heavy fine and/or other penalty.
16. unauthorised private parties, as defined in the College Handbook.
17. any involvement with illegal drugs (including sale, possession, use, distribution or being under the influence of) or involvement with legal drugs (whether prescription or non-prescription drugs) other than for the treatment of a genuine medical condition.
18. being under the influence of excessive alcohol, including where this leads to or contributes to conduct with wider consequences.
19. inducing or promoting excessive consumption of alcohol. All involved in the service of alcohol are bound by the Responsible Service of Alcohol principles. A person who is drunk is incapable of giving consent to sexual activity.
20. recording and/or distributing images (such as photographs or videos of a personal or private nature on cameras or mobile phones) without the express permission of the person concerned.
21. any other misuse of social media, for example through inappropriate social media posts. All College students and staff are responsible for the content they publish on social media platforms, and it is imperative that all students and staff understand that at all times, they must not:
 - a. post or encourage material that is, or might be construed as, sexist or racist or in any way disparaging or disrespectful towards any individuals,
 - b. post or encourage material that is, or might be construed as, threatening, harassing, bullying, or discriminatory,
 - c. falsely imply they are authorised to speak or express views on behalf of the College or Students' Club, or associate any inappropriate activity with the College in any way,
 - d. disclose on social media any confidential information or personal information obtained in their capacity as a resident or staff member of the College, or
 - e. bring the College into disrepute.
22. the use of College information or communications technology facilities or services to access pornography, or for any behaviour inconsistent with these standards (e.g. showing disrespect to others).
23. breach of any law, regulation, College or University by-law, handbook, policy, procedure or guideline.
24. other behaviour inconsistent with the values of the College.

Intoxication or the use of drugs (both of which are offences under this Code) can never be an excuse or a mitigating factor if they lead to actions that attract disciplinary consequences in the College.

Many of these Unacceptable Personal Behaviours are illegal, and therefore liable to Police investigation and criminal prosecution, as well as being contrary to this Code of Conduct and to University policies, and liable to College and/or University disciplinary processes.

IF YOU ARE AFFECTED BY OR WITNESS UNACCEPTABLE BEHAVIOUR

The College is committed to being a safe and supportive environment for all people. Where someone has been adversely affected by the behaviour of others, we are committed to holding perpetrators to account wherever possible.

The College is committed to responding to complaints and reports sensitively, fairly, expeditiously, and confidentially while following the principles of procedural fairness.

The College encourages and trains its resident members to be active and positive bystanders who take safe and appropriate action to prevent or stop misconduct which they witness or suspect, and expects them to report instances of misconduct that may require action by the College.

If you wish to make a disclosure, complaint, or report to the College, please contact any of the following:

- Dr Mark Schembri, Sub-Warden
- Dr Antone Martinho-Truswell, Dean of Graduate House
- Mrs Louise Hambridge, Business Manager
- Dr Don Markwell, Warden

If you wish to seek advice in relation to any matter, please contact any of them or any of the following:

- Ms Carrol Evans, Registrar
- The Revd Antony Weiss, Chaplain
- Mr Philip Barr, Senior Tutor
- Assistant Sub-Wardens
- Peer Support Leaders

Contact details are in the College Handbook, or can be obtained from the College Reception on 9550 7447 or reception@stpauls.edu.au.

The College is willing to receive anonymous disclosures and reports, which it will take seriously. It regrets that anonymity is likely to limit its capacity to investigate and/or take action.

PROCESS OF INVESTIGATION

Where a resident member of St Paul's College or other relevant person fails to comply with this Code (whether through the Unacceptable Personal Behaviours listed above, or in other ways), they may be subject to:

- (a) advice, caution or discipline by College officers, following appropriate investigation;

- (b) if applicable, disciplinary or other processes of the University of Sydney, including University Security and Sydney University Sport and Fitness, or authorised by the Heads of Colleges;
- (c) complaints and personal liability under Australian laws and regulations;
- (d) Police investigation for potential criminal action.

If you wish to make a disclosure, complaint, or report to the College, or to seek advice, regarding a breach (or possible breach) of this Code, please contact one of the individuals listed above.

As stated above, the College is committed to responding to complaints and reports sensitively, fairly, expeditiously, and confidentially while following the principles of procedural fairness.

- If a complaint or report is made, or the Warden determines that an allegation of a breach of the Code requires investigation, the Sub-Warden (in the case of the St Paul's undergraduate community) or the Dean of Graduate House will ordinarily undertake an investigation in which anyone accused of a breach of the Code of Conduct (respondent) will be advised of the allegation/s against them, and given full opportunity to respond.
- All parties, including any witnesses, will be asked to maintain strict confidentiality.
- The College will offer pastoral support to both a complainant and respondent, as appropriate.
- Where he considers it necessary, the Warden may make requirements of a student (such as relocation within or removal from the College) while an investigation is being undertaken; this does not, and should not be taken to, prejudice or reveal the outcome of the investigation.
- Parties to a complaint will be advised in confidence of the progress of the process (where appropriate) and of the outcome.
- An investigation will ordinarily involve the Sub-Warden or Dean of Graduate House advising the accused person of the allegation both orally and in writing, and providing them with an opportunity to respond in writing as well as orally.
- Evidence will be sought, ordinarily in writing as well as orally, from relevant witnesses.
- The accused will ordinarily have the opportunity to respond to a draft finding by the Sub-Warden or Dean of Graduate House and recommendation to the Warden as to an appropriate penalty, if any.
- Where the Warden and Sub-Warden or Dean of Graduate House judge it to be the most appropriate procedure in the particular instance, the College's Grievance Procedure (adapted as judged appropriate) will apply.
- In the light of the finding of the investigation and recommendation by the Sub-Warden or Dean of Graduate House of a penalty, if any, the Warden or his delegate shall determine appropriate action, including penalty in accordance with the College By-laws and as listed below.
- A student may appeal to the College Council against any penalty not imposed by the Council.

Behaviour inconsistent with the Code of Conduct may be the subject of other processes, such as those authorised or undertaken by the Heads of Colleges, University Security, other officers of the University, or the Police, and each has a range of penalties.

CONSEQUENCES

Penalties which may be imposed for breaches of the Code of Conduct, College By-laws or Regulations, or other policies, include:

- fines in amounts not exceeding one week's fees;
- being banned from a specified locality within the College (e.g. the College Bar), or from undertaking a specified activity within or outside the College;
- being banned from drinking or being under the influence of alcohol within or outside the College;
- being suspended or expelled from the College by the Warden;
- being banned from College property; and
- such other reasonable penalty or requirement as the Warden may determine.

Examples of such other penalty or requirement include reprimand, warning (e.g. that a further breach renders the offender liable to suspension or expulsion), compulsory counselling, removal of rights or privileges, community service or work, and moving of rooms.

A person responsible for damage and other costs will ordinarily be required to pay in full for making good the damage and/or costs incurred, in addition to any penalty that may be imposed or action taken. For example, the costs incurred by an unnecessary fire brigade call-out caused by unacceptable (deliberate or careless) behaviour can be around \$2,000, and the person responsible is liable to be charged this fee by the College.

REVIEW

This Code of Conduct will be reviewed and revised from time to time, and the latest version (which shall be binding) posted on the College website.



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