



ST PAUL'S COLLEGE

WITHIN THE UNIVERSITY OF SYDNEY

Welcome Week Policy

Overview

Welcome Week activities should be designed to welcome and induct new students to the College, to build a sense of inclusion and belonging as a member of the College community, to assist students to orient themselves to the University of Sydney, and to prepare students for the commencement of classes.

Welcome Week must also contain training for students relevant to living in a residential college.

The College's approach to Welcome Week is underpinned by its commitments to respect and safety, inclusion and equity, and ethical leadership.

The College's *Welcome Week Policy* should be read concurrently with other relevant College policies and applicable University rules. These include:

- The St Paul's College *Code of Conduct*
- The St Paul's College *Hazing and Initiations Policy*
- The St Paul's College *Sexual Misconduct Policy*
- The University of Sydney's *Bullying, Harassment, and Discrimination Prevention Policy 2015*
- The University of Sydney's *Student Sexual Assault and Sexual Harassment Policy 2018*, and
- Other College and University policies and rules that relate to student wellbeing and safety.

Welcome Week policy

Purposes of Welcome Week

Welcome Week is a programme of activities, of several days in length, designed by the College in conjunction with student leaders, to welcome new students to the College.

The purposes of Welcome Week include:

- to welcome new students to the College
- to help prepare students for their University studies, including the College's academic programme
- to encourage new students to develop a sense of belonging as a member of the College, their faculty, and the University of Sydney
- to connect students with support systems within the College and elsewhere
- to outline the College's expectations for student conduct
- to provide new students with training important for life in College and beyond,
- to enable new students to meet and connect with student leaders, who are positive role models, including Peer Support Leaders

- to reinforce the College's culture as one of respect, inclusion, and safety, with a commitment to being leaders against sexism, and
- to set the tone for the College year accordingly.

Harassment or hazing in any form are not a form of welcome and are prohibited (whether or not the subject consents or appears to consent).

Welcome Week Programme

A Welcome Week Programme will be developed by the College in conjunction with student leaders, and will require approval by the Warden. For the undergraduate community, this will ordinarily be in liaison between the Sub-Warden and Senior Student or Secretary of the Students' Club Committee, and for Graduate House in liaison between the Dean and relevant members of the Middle Common Room Committee. In preparation for Welcome Week and throughout the week, staff work with students leaders to ensure the week is inclusive, respectful and safe, as well as enjoyable.

In addition to including activities that meet the purposes of Welcome Week outlined above, the Welcome Week programme must:

- not place any student at physical or emotional risk
- include one or more alcohol-free days, including the first day of Welcome Week, and any activities involving the consumption of alcohol must be approved by the Sub-Warden or Dean of Graduate House
- include extensive training in areas relevant for new students (e.g. sexual misconduct, responsible consumption of alcohol, how to be a welcoming and inclusive community, ethical use of social media, and mental health), and
- allow students sufficient opportunity to attend faculty-based University activities and to attend other Welcome Week activities on the University's main campus.

Welcome Week will provide a number of opportunities for new undergraduate students to meet with their allocated Peer Support Leader during the week, including sharing meals and discussing the week's events.

Welcome Week for undergraduates will ordinarily include opportunities for students to meet with students of some of the other colleges, including The Women's College and Sancta Sophia College. Activities will include students from no more than two colleges at any one time, and require the prior approval of the heads of both colleges.

All events are to be subject to a risk assessment, undertaken by the Sub-Warden for undergraduate activities and the Dean of Graduate House for Graduate House activities. Only activities on the approved programme will be undertaken, and any alterations to the approved programme require approval of the Sub-Warden, Dean, or Warden. Welcome Week and other orientation activities are closely overseen by College staff to ensure that they are respectful, inclusive, and safe.

Expectations of student conduct during Welcome Week

During Welcome Week (just as throughout the year), students must comply with this Policy, the College's *Code of Conduct*, the College's *Hazing and Initiations Policy* and *Sexual Misconduct Policy*, all other applicable University and College policies, and the law. Unlawful activity may be the subject of police action.

Activities during Welcome Week that are demeaning, place students in physical or emotional risk, constitute hazing, or could bring the College into disrepute are strictly prohibited. The College has a zero-tolerance policy on such activities, and strong disciplinary action will be taken in response to any such misconduct.

To enable the focus of Welcome Week to be on the activities organised for new students, returning undergraduate students who are not official student leaders are required not to be present in College during Welcome Week, except if authorised in advance by the Sub-Warden or Warden (e.g. because of the need to attend classes or other University commitments prior to the official start of the University semester).

Student leaders

Strong, inclusive and responsible student leadership is essential throughout Welcome Week, as at all times. Student leaders taking part in Welcome Week activities for undergraduates will ordinarily include the Students' Club Committee, Welcome Week Leaders, Peer Support Leaders, and the College Bar Team. Student leaders taking part in Welcome Week activities for Graduate House will ordinarily include the Middle Common Room Committee and Peer Support Leaders.

The principal role of student leaders during Welcome Week, and at all times, is to foster and champion a culture of inclusion, respect and safety where all students, irrespective of background, are included and have the opportunity to thrive. All student leaders have crucial responsibilities as ambassadors of the College's values, and have an obligation to uphold and model these values throughout Welcome Week and at all times.

All student leaders taking part in Welcome Week will be required to sign a commitment to uphold this policy and the College's other policies, and will be provided with extensive training and preparation during the prior week, known as Leadership Week. Leadership Week includes training in how to identify students at risk, and students who may constitute a risk, and how to respond appropriately, including when to escalate matters to staff attention.

Review of this policy

This policy will be reviewed from time to time, and the most recent version placed on the College website.