

ANUSA Student Code of Conduct

Release Date: 19/03/2025

Overview

The aims of this ANUSA Student Code of Conduct are:

- (a) to strengthen proper and ethical decision making and conduct in ANUSA democratic spaces;
- (b) to foster good governance of ANUSA for the welfare of ANUSA's members;
- (c) to promote health, safety and well-being of everyone in ANUSA spaces; and
- (d) to provide clear standards of conduct for all students in ANUSA spaces.

Safety and well-being of ANUSA members and ANUSA as an organisation is a priority for ANUSA and depends on maintaining high standards of behaviour as set out in this Code. In particular, elected students and other students participating, have the same right to safety and well-being in ANUSA democratic spaces as in any other ANUSA space.

Elected ANUSA officers have a special responsibility to model the safe and respectful behaviours described in this Code and to set clear expectations.

The ANUSA Executive shall keep compliance with this Code on its agenda and shall report at the end of its term on compliance with this Code.

ANUSA shall provide training to all elected ANUSA officers on this Code and compliance with it.

Policy Statement

This Policy applies to any member of ANUSA in respect of activity in connection with ANUSA and in all ANUSA spaces. ANUSA spaces include physical and online spaces and any conduct carried out directly or indirectly in regard of ANUSA.

This Policy applies to:

- (a) ANUSA elected representatives and officers
- (b) ANUSA members (whether elected or voluntary) taking part in decision making in committees, spaces or entities established by the ANUSA constitution or by an instrument created pursuant to the ANUSA Constitution
- (c) ANUSA members present in or participating in ANUSA decision making spaces (whether physical or online)
- (d) ANUSA student volunteers in connection with any ANUSA related activity

- (e) ANUSA members present in any other ANUSA spaces or events (whether physical or online) or any space or event held by any part of ANUSA or any entity established under the ANUSA constitution
- (f) Any conduct by an ANUSA member, whether or not in an ANUSA space, that is related to ANUSA

The Code stands beside but does not exclude or replace:

- (a) rights and obligations under common and statute law;
- (b) standards or requirements applicable under the ANUSA Constitution or ANUSA Regulations;
- (c) standards or requirements applicable under any instrument created by the ANU.

For avoidance of doubt, this Code does not apply to conduct by a member of an ANUSA affiliated club as a member of that club.

Code of Conduct

The following standards apply under this Code:

- To comply with the ANUSA Constitution, Regulations, policies and any instrument created pursuant to them.
- To behave honestly and with integrity and in good faith in connection with your role;
- To act with care and diligence in connection with your role;
- Not to improperly use your role or information you have access to because of your role to benefit yourself or any person, group or entity, nor to cause or seek to cause harm to ANUSA or ANUSA members
- To only use ANUSA resources for ANUSA purposes;
- To otherwise ensure funds are only used for a proper purpose and in accordance with any limitations applicable to those funds (for example compliance with SSAF requirements, or the purpose for which the funds were made available)
- To treat everyone with whom you interact with respect and courtesy
- Not to engage in bullying, aggressive conduct or speech, intimidation, shouting at, insulting, belittling or shaming others, personal attacks, abuse or verbal or other harassment
- Not to engage in prohibited conduct
- Not to engage in defamation
- Not to engage in fraudulent or deceptive activity
- To comply with the law
- To comply with any lawful and reasonable direction given by someone who has the authority to give that direction on behalf of ANUSA

- To maintain appropriate confidentiality of confidential information and protect personal information protected by privacy law
- To declare to the presiding officer if you have a conflict of interest in respect of a matter being decided in which you may have a right to speak or vote; and to not participate or be present while that matter is decided
- Maintain high standards of personal conduct in connection with any participation in ANUSA including:
 - Not being intoxicated or under the influence of illicit drugs;
 - Not swearing at others;
 - Not engaging in otherwise offensive behaviour
- Physical or other violence is strictly prohibited.
- Sexual harassment is strictly prohibited.

For avoidance of doubt the above standards apply to conduct in an ANUSA democratic space.

Prohibited Conduct means racist, sexist, homophobic, transphobic or other discriminatory conduct or speech and includes:

- (a) hate speech of any kind;
- (b) promotion or advocacy of racist, sexist, homophobic, transphobic or otherwise discriminatory ideas;
- (c) advocating to change law or government or university policy to enable such prohibited conduct described in paragraphs (a) and (b);
- (d) permitting or failing to prevent the use of ANUSA spaces or communications for advocacy, ideas or conduct described in paragraphs (a) and (b);
- (e) providing a platform to an individual or group to engage in such conduct or speech; or
- (f) failure by a person with responsibility to do so, to respond adequately to an allegation or incident of such conduct or speech related to ANUSA or directed to any member or person present in an ANUSA space.

A reference to racist, sexist, homophobic, transphobic or other discriminatory conduct includes:

- (g) conduct or speech that is harmful or derogatory in relation to group having protected attribute or
- (h) would be of a defamatory nature if it were directed against an individual instead of a group having a protected attribute,
- (i) or which advocates the superiority or preferencing of or the exclusion or segregation of an or group possessing a protected attribute,

but does not include reasonable criticism of or protest against a government, commercial or non-commercial entity which may have an association with a group possessing a protected attribute if that criticism or protest has a reasonable basis.

For avoidance of doubt, a Department established to foster the wellbeing of members of the Department sharing a protected attribute shall not be considered to engage in prohibited conduct, merely because it carries out that mandate.

Protected attribute has the same meaning as in the Discrimination Act 1991 (ACT).

Breach or Alleged Breach of Code

Any breach or alleged breach of this Code shall constitute misconduct and may be dealt with in accordance with any disciplinary procedure or mechanism provided by the ANUSA Constitution, Regulations, or pursuant to policies passed by the ANUSA SRC.

Any complaint in regard of a breach or alleged breach of this Code can be made by any ANUSA member by emailing sa.admin@anu.edu.au with evidence supporting the complaint.

Review date: on or before: 03/2027