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CROMWELL STUDENT CONDUCT POLICY

1. Objectives

The objectives of this policy are to:


- a) Ensure student behavioural standards and expectations are defined and met;
- b) Ensure student discipline procedures are transparent, consistent, equitable and fair, and consistent with the principles of natural justice;
- c) Identify responsibilities and accountabilities for decisions and processes;
- d) Define a framework of outcomes which may be imposed for misconduct that is appropriate, proportionate and consistent.

2. Scope

This policy applies to all Cromwell College students.

3. Policy Statement- Student Conduct


- 3.1 The *Cromwell Code of Conduct* sets out the key principles underpinning the relationship between students and staff at the College, and informs the policy principles in Sections 3.2 and 3.3 below.
- 3.2 As members of the Cromwell College community, students are expected to conduct themselves in a manner consistent with the standards of behaviour that promote good order and management of the College. Accordingly, students must:
 - a) make themselves aware of and comply with College policies, rules and procedures concerning their enrolment, studies and conduct while residing at the College;
 - b) supply accurate personal and other information to the College based on deadlines set by the College;

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- c) treat staff, contractors and other students with respect and courtesy;
- d) respect all College property and facilities and respect the rights of others to use these facilities;
- e) take reasonable steps to secure their personal property while at College
- f) behave respectfully towards other cultures;
- g) respect the rights of other members of the College to express different political, personal or religious views, subject to those actions or views complying with the laws of Australia and not endangering the safety of other members of the community;
- h) not engage in frivolous or vexatious complaints or grievances;
- i) provide considered and honest feedback to the College and its staff on the quality of the residential living experience and support services at the College

3.3 The College aims to promote a diverse and inclusive environment and will:

- a) continually develop and improve its practices and structure to provide an inclusive residential living and learning environment;
- b) regularly review its policies, procedures, practices , official documentation and publications to accord with equal opportunity and workplace health and safety principles;
- c) support and assist students to exercise their leadership and authority to ensure a supportive, flexible, safe and inclusive living and learning environment;
- d) provide continued advice and support to students through awareness, training and development programs as well as on site counselling;
- e) encourage students to participate in and complete any programs or training to promote a diverse and inclusive College

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- 3.4 An individual must not directly or indirectly, or incite others to:
- a) unlawfully discriminate against other individuals based on an attribute defined in this policy or at law;
 - b) engage in harassment;
 - c) engage in sexual harassment;
 - d) sexual assault of an individual;
 - e) engage in bullying;
 - f) engage in victimisation;
 - g) vilify an individual or group of individuals.
- 3.5 Failure by a student to meet expected standards of behaviour as outlined above, in the Cromwell Code of Conduct and associated policies may result in the student being subject to disciplinary action

4. Investigation of Student Misconduct

- 4.1 Incidents of student misconduct are investigated in accordance with the procedures outlined in the College's *Student Conduct Procedures* document.
- 4.2 The college follows transparent, fair and timely procedures for addressing Student misconduct in accordance with principles of natural justice, ensuring all parties are treated equally and fairly.

5. Definitions

Natural justice or **procedural fairness** means that a person receives a fair and unbiased hearing before a decision is made that will impact upon their rights and interests.



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