

## **CIPSS Code of Conduct**

All participants at CIPSS (students, lecturers, and other members of the community) have the right to learn and interact in an environment free from any form of harassment (including sexual assault and harassment), bullying and/or discrimination. This right is accompanied by every participant's responsibility to show respect for others, to maintain a safe learning environment and to engage in activities that promote inclusion and diversity.

You should ensure that you:

- Treat other people with courtesy, fairness and respect.
- Engage in conduct that is respectful of differences and non-discriminatory.
- Avoid behaviour that may be reasonably perceived as harassing, intimidating, overbearing, bullying or physically or emotionally threatening.
- Refrain from acting in a way that could harm the reputation of other participants.
- Be responsive, courteous and prompt in dealing with your peers and members of the community.
- Refrain from insulting the personal beliefs of other participants in the School and respect their legitimate right to practice their beliefs.
- Ensure that when expressing any views outside your field of expertise, that these views are not attributed to the CIPSS or the Australian National University.

Unacceptable behaviour includes but is not limited to:

- Behaving in any manner that limits the capacity of other students to learn or to interact comfortably and freely within the CIPSS environment or of any lecturers to conduct lectures.
- Refusing to communicate respectfully with other participants, including through both oral and written methods of communication;
- Demonstrating, by word or action, discriminatory behaviour towards any participant in relation to race, gender, colour, religion, political opinion, national extraction, social origin, age, disability, sexual orientation or any other category addressed under the laws of the Commonwealth of Australia and the state/territory laws applicable to the offender (e.g. Discrimination Act 1991 (ACT));
- Making unwanted or inappropriate comments about a person's appearance, race, gender, colour, religion, political opinion, national extraction, social origin, age, disability or sexual orientation;
- Shouting, swearing or using offensive, intimidating or abusive language;
- Making unwanted or inappropriate physical contact, including physical harassment or assault such as touching a person without permission;
- Making negative, disrespectful, offensive or otherwise inappropriate comments about others in any forum, including through the use of any

electronic networks or social media (Australia-based or using an international provider or platform);

- Engaging in sexual harassment or assault against anyone while on or off the ANU campus; and
- Obtaining, sharing and/or using the personal items (including academic materials) of any CIPSS participant without permission.

Any perceived breach of the Code of Conduct should be reported to the members of the CIPSS organising committee by email or in person. They will:

- consider and investigate, if appropriate, allegations of behaviour that may breach this Code or other ANU policies
- take all reasonable steps to provide confidentiality and protection for staff who make disclosures in good faith regarding conduct that is inconsistent with this Code and
- follow the appropriate procedures depending on the issues/concerns raised.