

MAY 2021



THE CODE OF CONDUCT

THE UNIVERSITY OF
NEWCASTLE LAW
STUDENTS' ASSOCIATION

The UNLSA Code of Conduct is to be read in conjunction with the UNLSA Constitution and the University of Newcastle's Code of Conduct

ABOUT THE CODE:

The Code of Conduct is a collection of policies, procedures and guidelines which will govern the day-to-day dealings between the UNLSA and the University and broader community.

The University of Newcastle Law Students' Association (UNLSA) is committed to fostering a positive culture and spirit of collegiality amongst UNLSA members to enhance the student experience. Pursuant to the UNLSA Constitution, the objectives of the Association are to safeguard and further the academic interests of members and all other matters of concern. Therefore, the UNLSA Code of Conduct must be read in conjunction with the UNLSA Constitution, with particular focus on the goals and objectives of the Association.

The UNLSA Code of Conduct is to be read in conjunction with the University of Newcastle's (UON) Code of Conduct:

https://www.newcastle.edu.au/__data/assets/pdf_file/0006/93561/Code-of-Conduct-June-2017.pdf



1. HONESTY

a. The UNLSA Code of Conduct outlines the honest policies, procedures and guidelines which govern the day-to-day dealings between individuals in the University Community.

b. It is essential that in the course of acting as a student representative on the committee of the UNLSA that no inappropriate advantage is taken or sought and that transparency is maintained to enforce a clear rationale for decision making.

2. FAIRNESS

a. The UNLSA celebrates and values diversity and does not harass or discriminate against others on the unlawful grounds of race, colour, sex, sexual orientation, transgender status, age, physical or mental disability, marital or domestic status, family or carer's responsibilities, pregnancy, religion, political opinion, nationality or social origin.

b. The UNLSA and its representatives must consider all stakeholders and the principle of equity when interacting with University students and members of the community. It is the responsibility of its representatives to demonstrate compassion and make reasonable adjustments when accommodating to others needs.

c. The UNLSA in its entirety is inclusive and aims to treat everyone equitably, consistently and appropriately.



3. TRUST

a. The representatives of the UNLSA must encourage and demonstrate open and appropriate communication with its members and the broader Newcastle community to achieve agreed upon outcomes. Trustworthiness amongst law students is promoted by transparency in all expectations and standards.

4. ACCOUNTABILITY

a. All UNLSA representatives will be held responsible for actions or inaction. The Association is committed to academic integrity and is responsible for holding to account any unethical behaviour or wrongdoing. The Association must be aware of conflict of interests and inappropriate behaviour which may unduly influence the performance of the Association's duties and obligations.

b. It is the responsibility of all committee members to hold themselves and their fellow colleagues accountable for any inappropriate behaviour when operating within the capacity of the UNLSA.



5. RESPECT

a. The UNLSA acknowledges Aboriginal culture and heritage and the traditional custodianship of the lands on which the University is situated. The UNLSA acknowledges all Elder's past, present and emerging.

b. The UNLSA is committed to treating all individuals with courtesy and sensitivity to protect individuality and diversity. The Association recognises and values the importance of knowledge and experience and promotes collegiality by behaving inclusively and openly and fostering academic freedom.

c. The UNLSA representatives must promote a culture that does not tolerate bullying, sexist, harassing, disrespectful and derogatory behaviours or provide a platform for individuals to take advantage of others. This extends to creating a safe environment for respectful and professional relationships between women and men. This is supported through an internal communication strategy which continually promotes gender equality, victim support and perpetrator accountability through a zero-tolerance policy.

d. The representatives of the UNLSA are expected to behave professionally and appropriately when interacting with members and the broader community. This applies to locations both on and off campus.

e. It is the Association's responsibility to show consideration for members and property and to act courteously, openly and with understanding.



GRIEVANCES & COMPLAINTS: **MEMBERS OF THE UNLSA COMMUNITY ARE ENCOURAGED TO:**

a. Seek advice on reporting any behaviour by representatives of staff, students, committee members of the UNLSA or others (who have a significant association with the University), which could be considered unfair, unjust or unreasonable. You should follow UON's complaints and grievances processes.

<https://www.newcastle.edu.au/current-staff/our-organisation/governance/assurance-services/complaints/process>

b. Report behaviours or activities that could be considered to be corrupt conduct, maladministration, serious and substantial waste of public money, misconduct or illegal. Please follow UON's Fraud and Corruption reporting processes.

<https://www.newcastle.edu.au/current-staff/our-organisation/governance/assurance-services/complaints/community/conduct-and-public-interest-disclosure>

c. Reporting matters related to corrupt conduct, maladministration and serious and substantial waste of public money is also known as 'whistle blowing' or making a public interest disclosure (PID). In accordance with the Public Interest Disclosures Act 1994, UON has a policy and structures in place to protect and support whistle blowers to ensure you are not disadvantaged for raising your concern.

d. You can call the UON's confidential and anonymous Fraud and Corruption Reporting Hotline for advice and guidance: Phone: 49 217 767



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