

# The Code of Behaviour for UniLife Activities

## 1. Introduction & Purpose

Southern Cross University (SCU) aims to ensure the health and safety of all participants and spectators of UniLife Sports, Recreational activities, and Events ('UniLife activities/activity').

The Code of Behaviour for UniLife Activities (the Code) sets out the expected standards of behaviour for SCU students and the basis upon which disciplinary action may be taken. *This Code should be read in conjunction with all applicable SCU Policies.*

SCU students represent the public face of SCU and contribute to the growth and maintenance of our good reputation. When a student's action(s) or lack of action(s) have the potential to harm SCU, its partner organisations, fellow participants or its reputation, then SCU regards this as a serious matter and may take disciplinary action.

The Code:

- is designed to ensure the highest possible standard of participation, competition, sportsmanship, fairness, honesty and honour in relation to the conduct of SCU events.
- supports SCU's desire to encourage and promote excellent sportsmanship and appropriate standards of behaviour, including fair play on and off the field.
- sets out the types of behaviour that will not be acceptable during an SCU endorsed event or competition and the possible disciplinary consequences for such behaviour occurring.
- is not intended to restrict or hinder a student's enjoyment of the event and/or from participating in a competitive manner in the event.
- this may apply in addition to other disciplinary requirements of Australian governing body the event or activity relate to and may also be referred to and be the subject of police action where appropriate.

## 2. When does this Code apply?

The Code applies from the point of registration and/or selection for participation in a UniLife activity. The Code applies from the time the UniLife activity commences or bump-in occurs, until its conclusion and applies both to the UniLife activity and all related events.

This Code also applies to any Events/ Activities that may occur just prior to, or after the conclusion of, UniLife activity.

The Code applies to all student participants of social sport competitions and sanctioned events conducted on or off campus by SCU or affiliated Clubs.

## 3. Expected Standards of Behaviour

### 3.1 General Code of Behaviour

As a person required to comply with SCU policies, the following requirements regarding conduct during any event, activity held, sanctioned or endorsed by SCU, and in any role held within SCU (or SCU affiliate) must be met:

- a. complete the mandatory **Respect@SCU Module**, or its equivalent mandatory module as required by SCU, by given due date.
- b. be fair, considerate and honest in all dealings with others.
- c. be professional in and accept responsibility for your actions.
- d. make a commitment to providing quality service.
- e. be aware of, and maintain an uncompromising adherence to standards, rules, regulations, guidelines, policies and by-laws of venue/facility and accommodation providers.
- f. for sporting events, operate within the rules of the sport including national and international guidelines which govern the sport.
- g. do not use your involvement with SCU to promote your own beliefs, behaviours, or practices where these are inconsistent with those of the organisation.
- h. maintain high personal behaviour standards at all times.
- i. conduct yourself in a professional manner relating to language, temper and punctuality
- j. demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age, as your words and actions are an example.
- k. avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible.
- l. refrain from any form of harassment of others.
- m. refrain from any behaviour that may bring SCU or event organisers into disrepute.
- n. provide a safe environment for the conduct of the activity.
- o. show concern or caution towards others who may be sick or injured.
- p. be a positive role model.
- q. Be respectful in interactions with staff and students in-person and online: this includes the WhatsApp group messages, texts and other chats. University endorsed chats are only to be used for safety messaging, event related information, sharing wins/photos and promoting a positive, inclusive and safe team culture.
- r. not consume alcohol unless in an approved area, in line with SCU's *Drug and Alcohol Policy*, relevant liquor licensing regulations and local laws.
- s. not be unduly intoxicated at any event venue or official or unofficial social functions of, or associated with, the event.
- t. do not breach Australian Anti-Doping By-Law.
- u. do not use, carry, sell or promote the use of illegal drugs.
- v. do not act in an unlawful manner.
- w. Abide by visa and entry conditions during international activities.
- x. comply with all reasonable directions of SCU staff and officials.
- y. understand the repercussions if you breach, or are aware of any breaches of, the Code.

### 3.2 Participant Code of Behaviour

In addition to the General Code of Behaviour (3.1), the following requirements in regard to conduct during any event or activity held, sanctioned or endorsed by SCU in the role as a player/participant, must be met:

- a. respect the rights, dignity and worth of fellow players, coaches, staff, officials and spectators.
- b. do not engage in acts of aggression or tolerate acts of aggression.
- c. respect the talent, potential and development of fellow players and competitors.
- d. care for and respect the equipment provided to you or utilised as part of the activity.
- e. be frank and honest with your coach and SCU staff concerning illness and injury and your ability to train for or participate fully within the activity.
- f. at all times avoid intimate relationships with your coach.
- g. conduct yourself in a professional manner relating to language, temper and punctuality
- h. maintain high personal behaviour standards at all times.
- i. abide by the rules and respect the decision of the official, making all appeals through the formal process and respecting the final decision.
- j. be in an appropriate state of physical health for the competition (i.e. not under the influence of alcohol or other illicit substances and drugs).
- k. be honest in your attitude and preparation to participate and work equally hard for yourself and your team.
- l. cooperate with coaches and staff in development of programs to adequately prepare you for competition at the highest level.

### 4. What behaviour is in breach of this Code?

Disciplinary action may be taken against students on any or all of the grounds below but is not limited to:

- a. consuming alcohol unless in an approved area, in line with SCU's *Drug and Alcohol Policy* and liquor licensing regulations.
- b. being unduly intoxicated at any event venue or official and unofficial social functions of, or associated with, the event.
- c. using or possessing any illegal or prohibited drug during the event.
- d. failing to comply with a reasonable direction of an event official or SCU staff.
- e. sexual harassment, abuse, and violence (includes when a report or allegation has been made).
- f. gender-based violence, physical violence, family violence, intimidate partner/domestic violence, sexual or other abuse and harassment (i.e. coercive control, financial, technology-facilitated and image-based abuse).
- g. breaching the relevant event, sport or competition rules, regulations and/or policies.
- h. abusing, threatening or intimidating an event or competition official, selector, coach, manager or other squad official or any other participant, whether before, during or after the event or competition.

- i. showing unnecessary or obvious dissension, displeasure or disapproval towards an event or competition official or their decisions.
- j. using crude or abusive language or gestures towards an event, competition or team official or any other person present at the event or competition (including, without limitation, a spectator, official, volunteer or participant).
- k. do anything which is likely to intimidate, offend, insult or humiliate another person involved in the event on the basis of their sex, disability, race, colour, age, religion, national or ethnic origin.
- l. conducting themselves in any manner, or engage in any activity, whether before, during or after an event or competition (including during training and other activities), that would impair public confidence in the honest and orderly conduct of events and competitions or in the integrity and good character of SCU and other participants.
- m. do anything which adversely affects or reflects on or discredits SCU generally, the event organisers, the team, an event, competition, tour, sponsor, official supplier or licensee, (including any employee, official or agent of such organisations) including without limitation, any illegal act or any act of dishonesty or fraud at any time.
- n. damage, destroy, vandalise or put at risk any SCU property or any property of any other participant or any third party or partner organisations connected to the event.
- o. betting on the outcome or on any other aspect of the event or competition.
- p. throwing or fixing an event or competition, attempt to achieve a contrived outcome to an event or competition, or otherwise influence improperly the outcome of any other aspect of an event of competition.
- q. acting in an unlawful manner (i.e. driving under the influence of alcohol, theft).
- r. seeking or accepting a bribe or other benefit (whether financial or non-financial) to do anything mentioned above.
- s. using, possessing, or administering drugs, medicines, injections, or prohibited substances in breach of anti-doping rules or without legitimate medical purpose.
- t. encouraging, or concealing any drug-related or anti-doping violation or failing to promptly report suspected breaches.

Please note that any on-field incidents will be managed and dealt with by the on-field officials of the match, game or fixture and by the appropriate laws, rules or processes of the appropriate sporting competition. However, if the breach is deemed severe, the incident may also be reported as a breach of the Code.

## 5. What happens if this Code is breached?

If any breach of the Code is observed, it will be reported and documented through *Riskware* in accordance with University procedures.

Once a breach has been reviewed and confirmed, one or more of the following disciplinary actions may be applied, depending on the severity, circumstances, and impact of the behaviour. Where necessary to address immediate safety or welfare concerns, interim action (including removal from an event) may be taken prior to formal confirmation of a breach.

## 5.1 Event Variation

In accordance with the type and severity of the breach, a student's participation in an event or competition may be varied in one or more of the following ways:

*a. Limited participation and/or removal of privileges*

Participation or privileges while at the event may be revoked or limited. This may include but is not limited to participation in sporting competition, social program, briefings or any event or activity held, sanctioned or endorsed by SCU or the partner organisations.

## 5.2 Event/Venue Removal

Should a breach of the Code be considered serious enough for the removal of a student from the event and immediate return travel to their home location (or point of departure), one or more of the following conditions may apply:

*a. Cost of Alternate Travel*

Upon a student's removal from the event, the student may be directed to organise alternative travel arrangements (with reasonable assistance provided if necessary) for their immediate return to their home location (or point of departure) at their own expense. Should SCU incur any reasonable, evidenced costs directly associated with the student's removal, the student must reimburse SCU within 8 weeks of the date of invoice for those costs. Any such amount will be invoiced and managed in accordance with SCU's *Debt Management Policy* and the *Rules – Fees, Charges and Sanctions*.

The schedule of these payments (if a payment plan is agreed) will be determined as soon as practicable.

*b. Event Provisions*

The student's eligibility for any event provisions and/or benefits (food, accommodation, allowances) will cease at close of business on the confirmed removal date; with consideration given in respect of the dates of alternate travel arrangements made.

*c. Event/Registration Fees*

Should a student be removed from an event or competition, any associated event fees paid by the student are non-refundable.

## 5.3 Warnings

The warning process is not intended to be a staged or graduated process and does not need to precede the disciplinary actions outlined in 5.1 and 5.2.

The type of warning to be given, if a warning is considered to be an appropriate response, will depend on the circumstances of each breach. Verbal or written warnings may be issued.

A final warning can be issued regardless of whether a prior verbal or written warning has been issued if the breach is of a type and severity which justifies going straight to a final warning.

#### **5.4 Referral to the appropriate University Bodies**

Matters of a disciplinary nature regarding the behaviour of students may also be directed to the appropriate University bodies including disciplinary bodies under the *Student Academic and Non-Academic Misconduct Rules* and *SCU Code of Conduct*. Sanctions that may be imposed by University disciplinary bodies include, but are not limited to:

- a. suspension or expulsion from future SCU events or competitions
- b. termination of membership to any SCU team/program
- c. restitution order requiring the student to reimburse reasonable costs incurred by the University as a result of the breach
- d. withdrawal of any or all awards, placings and records obtained by the student or the student's team; and/or
- e. suspension or permanent exclusion from SCU studies and facilities.

Further information on this process is available at the [SCU Policy Library](#).

## **6. Appeals**

A student may seek review or appeal of disciplinary action taken under this Code in accordance with the *Student Academic and Non-Academic Misconduct Rules* and associated procedures.

## **7. Responsibilities & Accountabilities**

Supporting the Code and actioning any breaches will be done through the following mechanisms:

### **SCU students**

1. Be aware of and adhere to the Code and other standards of behaviour required by the University
2. Promptly report to SCU or event organisers, any potential breach of this Code of which they become aware of.

### **SCU Staff**

1. Any person deriving any function or power directly or indirectly by delegation from the Vice-President Students and Registrar has the power to apply disciplinary action as outlined in this document.
2. Any removal of students from an event will be co-authorised by the Manager, UniLife or delegated Senior Manager.

## 8. Acknowledgement

I accept all of the above conditions for attending the UniLife activity listed below. I will adhere to the above conditions at all times.

I acknowledge that breaches of the Code may result in disciplinary action in accordance with the Code. I also acknowledge that the Code applies in addition to other SCU regulations and policies.

I have completed the Respect@SCU Module, or its equivalent mandatory module as required by SCU.

Activity name:

Name:

Student ID:

Date:

Signature:

### **Key Policies**

[Code of Conduct](#)

[Student Academic and Non-Academic Misconduct Rules](#)

[Student Critical Incident Management Policy](#)

[Sexual Misconduct \(Prevention and Response\) Policy](#)

[Harassment, Bullying and Discrimination Prevention Policy](#)

[Drug and Alcohol Policy](#)

[Debt Management Policy](#)

[Rules – Fees, Charges and Sanctions](#)