



Australasian Society for HIV Medicine Inc.

ASHM Code of Conduct for Students

1. Scope

This code of conduct sets out what students can reasonably expect while undertaking their studies at ASHM and also documents what ASHM expects of students so that they can gain full benefit from their experience with ASHM.

This Code of Conduct has also been developed to reflect the requirements and obligations of ASHM towards staff and students under State and Federal legislation such as:

- Affirmative Action (Equal Employment Opportunity for Women) Act 1986
- Anti-Discrimination Act (NSW) 1977
- Freedom of Information Act (NSW) 1989 (amended 1992)
- Ombudsman Act (NSW) 1974
- Privacy and Personal Information Protection Act (NSW) 1998
- Racial Discrimination Act 1975
- Sex Discrimination Act 1984
- Disability Discrimination Act 1992
- Occupational Health and Safety Act (NSW) 1983

The principles of conduct have been derived from and are consistent with ASHM's values which are:

- high academic standards, intellectual rigour and high quality education;
- intellectual freedom and social responsibility;
- recognition of the importance of ideas and the pursuit of critical and open inquiry;
- tolerance, honesty and respect as the hallmarks of relationships throughout the ASHM community; and
- high standards of ethical behaviour.

2. Meeting student expectations

With regard to *policies and procedures*, students can expect that ASHM will:

- ensure that all admission, selection, enrolment, assessment and academic progress policies and procedures are valid, explicit, fair and reliable.
- guarantee that changes to courses, administrative procedures and regulations will not be made without appropriate notice and will not disadvantage currently enrolled students provided that satisfactory academic progress is made.
- provide protection for students to their legitimate share of intellectual property rights.
- ensure that complaints and grievances are dealt with quickly and satisfactorily in accordance with procedures.

- provide a healthy and safe environment in accordance with ASHM OHS policies and procedures.
- comply with the Privacy Act and the Freedom of Information Act and ensure that students have access to information held about them in accordance with these Acts.
- ASHM will provide students with *timely and accurate information* as follows:
 - clear statements of the objectives, goals and assessment details of all subjects offered at the commencement of study in those subjects.
 - access to accurate and clear information about financial costs and available support services to enable students to make an informed choice about their applications for study.
 - access to accurate and timely information about subjects and courses including subject objectives, course content, assessment, workloads and attendance requirements.
- Dissemination of results within a reasonable time of completion of subjects or units of study and feedback on those results by teaching staff.

ASHM will assure the *quality of its programs of study* through:

- Up-to-date course and subject content that is informed by current scholarship.
- a teaching and learning environment that meets quality standards for its courses, its teaching and its physical and academic infrastructure.
- a study environment in which students can engage in rational debate and freely express alternative points of view in that debate.
- reasonable access for students to academic staff for individual consultation, support and guidance.

ASHM will enable *student participation and feedback* through:

- allowing for, and encouraging considered feedback on students' teaching and learning experience in subjects and courses.
- incorporating student feedback into ASHM's continuous improvement cycle.
- providing for the representation of students on relevant decision-making committees.

ASHM will ensure students' *human rights* by:

- providing a study environment that is free from harassment, discrimination and abuse of power, and one which respects the privacy of individuals.
- treating students with courtesy and respect.
- providing equitable treatment irrespective of gender, sexual orientation, race, ethnic or cultural background, disability, marital status, age or political conviction.
- allowing students to express dissent or political and religious views and to engage in peaceful protest, subject to complying with the laws of Australia and not endangering the safety of other students, staff or members of the community.

3. Student responsibilities

During their time engaged in ASHM activities, ASHM expects students to assume the following responsibilities:

With regard to *policies and procedures*, students must:

- ensure that they are aware of, and understand the policies and procedures concerning their enrolment and use of ASHM facilities and any property or facilities used by ASHM to deliver activities, and to obey ASHM rules and policies and procedures as contained in the ASHM Student Handbook and on the ASHM web site.
- respect all ASHM property and facilities, including the library and computing resources and to respect the rights of others to use these facilities.
- maintain academic integrity and to respect and comply with the conventions of academic scholarship.
- not engage in frivolous complaints or grievances where there are no demonstrable or substantiated grounds for complaint.

With regard to *timely and accurate information*, students must:

- attend classes and submit work in a timely manner.
- supply accurate and timely personal and other information to ASHM, recognising that ASHM is required to comply with the Privacy Act and the Freedom of Information Act.

With regard to their *educational experience*, students must:

- be well informed about course requirements and to plan appropriately.
- take joint responsibility for their learning and to accept responsibility for moving towards intellectual independence.
- monitor their own progress in the teaching and learning environment and academic program, in the context of reasonable access to academic staff for assistance and to the various academic support services
- prepare for and actively participate in learning experiences such as discussion and debate.
- incorporate feedback into their learning experience, and be aware of the specific rules and course requirements applying in the School of their course of study.
- conduct themselves in a professional manner while undertaking professional placement and fieldwork and respect the confidentiality of client or commercial information made available to them as part of their placement.

With respect to *participation and feedback*, students must:

- provide considered and honest feedback to ASHM and its staff on the quality of teaching and services.
- participate actively in and contribute to the committees on which they are representatives or members.

With respect to *human rights*, students must:

- treat staff and other students with respect and courtesy.
- treat other members of ASHM equitably irrespective of cultural background, disability, gender, sexual orientation, marital status, age or political conviction.

- respect the rights of other members of the ASHM community to express dissent or different political 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.
- show awareness of and sensitivity towards other cultures.
- respect the opinions of others and to engage in rational debate in areas of disagreement.

4. Standards of behaviour

This Code of Conduct establishes the following standards of behaviour for students while they are studying at ASHM. At all times students must:

- follow all ASHM regulations and requirements and respond to all lawful and reasonable directions from staff.
- be aware that all forms of academic dishonesty or misconduct are unacceptable and that ASHM may take measures to test compliance;
- use all equipment and resources appropriately, legitimately and safely following all occupational health and safety requirements;
- follow the recognised policy and procedures for grievances complaints and resolutions.

These Standards also establish any of the following behavior as unacceptable:

- wilful unlawful and/or violent and/or unsafe disruptions of teaching, tutorials, lectures, periods of instruction or other learning-based activities.
- bullying, assaulting, harassing, intimidating or displaying aggressive, disruptive or ill mannered behavior towards others.
- interfering with, or causing willful or negligent damage or defacing to any ASHM property.
- theft of ASHM or any personal property.
- attending under the influence, or in possession, of alcohol, drugs or any prohibited substance.
- attending with weapons or items likely to cause harm or intimidation to others at any time.
- smoking within 5 metres of building openings, air-conditioning intakes, gas storage areas or upon any external stairways or balcony.
- discriminating against anyone on the grounds of gender identity, sexual orientation, lawful sexual activity, marital, parental or carer status, pregnancy, breastfeeding, age, physical features, impairment, race, ethnicity, political or religious belief or activity, or industrial activity, health status, both known or presumed, including HIV, Viral hepatitis or STI status, or engagement in sex work or illicit drug use.

5. Breaches of the Code of Conduct

Students who breach the standards of this Policy may be subject to disciplinary action through the ASHM's Academic and Non-Academic Misconduct Policy and Procedures. Serious breaches may involve permanent expulsion from ASHM and, in cases of

suspected criminal activity, may involve referral of the matter to the relevant law enforcement authorities.