



THE UNIVERSITY  
*of*ADELAIDE

150  
YEARS

# Code of Conduct



make  
history.

# Overview

University of Adelaide staff and honorary title holders are creative, curious, ambitious and enterprising people of diverse cultural, social and academic backgrounds, who work together collaboratively and are united by the University's shared values.

Staff at the University of Adelaide contribute to cutting edge research, excellence in education and leadership and support the activities of a high performing, world class university.

To thrive, the University must create and sustain a culture that encourages enquiry, facilitates participation, and celebrates success. We aspire to such a culture, secure and united in our shared values. A culture where staff and honorary titleholders perform at their best, not only because it is expected of them, but because it is what they want to do.

The Code of Conduct expresses the expectations of staff and honorary title holders when undertaking activities in connection with the University, which are critical to building and maintaining high achievement, leading a world of excellence in research and education and creating and developing leaders now and of the future.

Our culture respects:

- diversity and is committed to inclusion including through the process of reconciliation with First Nations people
- equal opportunity
- academic freedom
- institutional autonomy
- respectful debate
- transparency, consultation and effective communication
- a safe and healthy University community
- informed and evidence-based decision making
- principles of procedural fairness

All University staff and honorary title holders are required to comply with the Code of Conduct including behaving in a way which upholds the University values at all times. The Code is broad in application, it covers all circumstances when staff and honorary titleholders are performing duties and work related activities, including work functions, travel and conferences as a representative of the University of Adelaide.

A breach of the Code of Conduct may constitute misconduct and may result in disciplinary action up to and including termination of employment or termination of an honorary title. For questions about the Code of Conduct, contact Human Resources on 8313 1111, the [HR Service Centre](#). The Code of Conduct should be read in conjunction with the University's [Staff Values and Behaviours Framework](#).

# Our values

# Code of Conduct

## Integrity

We hold ourselves and each other accountable to be honest and fair

## Respect

We embrace diversity and uphold the dignity of each individual

## Collegiality

We explore ideas collaboratively, and are united in our commitment to the University community

## Excellence

We deliver our best and celebrate outstanding performance

## Discovery

We are committed to learning and boldly approach the future with curiosity and energy

To thrive the University must create and sustain a culture that encourages enquiry, facilitates participation and celebrates success.

### Staff and honorary titleholders will:

- be good citizens of the University, leading by example and living the University's Values
- behave ethically, with integrity and in the best interests of the University, disclosing and/or managing **conflicts of interest** in any matters connected to the University, its community and its business partners
- value diversity, support and treat others with respect and will not **discriminate, bully, harass, intimidate or sexually harass**
- call out others' **inappropriate behaviour** and report any reasonable suspicion of misconduct, maladministration, illegal or improper behaviour and activities to the University and/or relevant authority
- respectfully decline and/or disclose any **gifts and/or benefits** received in relation to their work with the University as required.
- adhere to the **privacy** principles of the University in maintaining the **privacy** and confidentiality of other members of the University community
- use University resources responsibly, respectfully, safely and sustainably, and where appropriate, in accordance with delegated authority
- be collaborative by engaging in open dialogue through a variety of channels, listening and respecting others' opinions and ideas, and appropriately sharing their own views
- set high standards for self and others, to strive to achieve performance excellence and high-quality outputs
- guide, encourage, recognise and celebrate others' success
- be curious, open to new experiences, challenges, methods of work and opportunities for improvement
- comply with their contract of employment/terms of their title, the **Enterprise Agreement** and the University's policies, procedures and rules
- comply with State and Federal laws, including local laws when interstate or overseas.



## Further enquiries

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### Kaurna acknowledgement

We acknowledge and pay our respects to the Kaurna people, the original custodians of the Adelaide Plains and the land on which the University of Adelaide's campuses at North Terrace, Waite, and Roseworthy are built. We acknowledge the deep feelings of attachment and relationship of the Kaurna people to country and we respect and value their past, present and ongoing connection to the land and cultural beliefs. The University continues to develop respectful and reciprocal relationships with all Indigenous peoples in Australia, and with other Indigenous peoples throughout the world.