



THE UNIVERSITY
of ADELAIDE

CODE OF CONDUCT

adelaide.edu.au

The Code of Conduct expresses broadly the values and expectations that are critical in building and maintaining a performance culture within the University of Adelaide to support excellence in teaching and research.

All University staff are required to comply with the Code of Conduct, including behaving in a respectful way to uphold the University values at all times.

A breach of the Code of Conduct may be considered misconduct or serious misconduct depending on the circumstances. A breach may also result in disciplinary action which may include termination of employment.

If you have any questions about the Code of Conduct or the University values, please contact Human Resources on 8313 1111 or visit adelaide.edu.au/hr

UNIVERSITY VALUES

Honesty

The University is honest and open in its dealings, and holds itself and others accountable to the highest standards of integrity.

Respect

The University treats individuals and groups with respect and dignity. Justice and individual rights are respected without prejudice.

Fairness

The University is fair, objective and unbiased in its approach to teaching, research, business and administration. Freedom of expression is uncompromisingly protected and different views are heard with civility.

Discovery

The University is dedicated to the intellectual quest; encouraging and supporting free-thinking and free-investigation in the pursuit of knowledge.

Excellence

The University adopts, implements and celebrates best practice while pursuing excellence. Staff are developed to be leaders in their field to ensure the University remains an institution of international distinction for the community of South Australia.

CODE OF CONDUCT

The University Code of Conduct requires staff to:

- Behave with honesty and integrity in all matters connected to their employment
- Treat everyone with respect and courtesy, and refrain from bullying, harassment or discrimination
- Adhere to the principles of natural justice, procedural fairness and merit-based decision making when dealing with employment or administrative matters
- Conduct themselves in a manner that upholds the values, integrity and good reputation of the University at all times
- Conduct themselves in an ethical and professional manner
- Disclose or take reasonable steps to avoid any conflict of interest (real or perceived) in connection with their employment
- Adhere to and maintain privacy principles when collecting or storing records of individuals
- Remain open to collaboration, open dialogue, and the sharing of ideas, theories and practices with others
- Comply with University policy and procedure, and follow reasonable directions from the University
- Comply with all applicable laws in Australia and local laws when travelling overseas
- Comply with the terms and conditions of their contract of employment and/or any other agreements they have entered into with the University
- Use University resources in a responsible manner, and for their proper purpose
- Strive to achieve excellence when executing their job requirements or assigned responsibilities