Student General Conduct Policy

1 Purpose

To promote the principle of mutual respect by defining the standards of behaviour expected of Students and the consequences of failure to meet these standards.

2 Scope

This Policy applies to Students:

1. while on University premises (including University Student accommodation) or using University facilities and services; engaging in University activities, including placements, field trips, conferences, events and functions, and activities organised by University-affiliated clubs, sporting and Student associations; or

2. while interacting with other Students, Employees or members of the University Community.

3 Policy Statement

The University aims to provide a safe, inclusive, and respectful learning and working environment for the University Community and expects each member of that community to behave responsibly and ethically.

This Policy aligns with the:

- *Higher Education Standards Framework (Threshold Standards) 2021:* Standard 2.2 Diversity and Equity, 2.3 Wellbeing and Safety; 2.4 Student Grievances and Complaints

- *National Code of Practice for Providers of Education and Training to Overseas Students (2018):* Standard 10: Complaints and Appeals

4 Principles

4.1 Student general conduct

Students must always while on University premises, using University facilities and services, engaging in University activities, and interacting with other members of the University

Community behave in a way that:

1. respects the rights of others to study, Research, work and engage in University activities in an environment of Academic Freedom, and critical and open inquiry, where every person has the right to hold an opinion without interference and has the right to freedom of expression in accordance with the Academic Freedom and Freedom of Speech Policy;

2. promotes a safe and inclusive learning and working environment and refrains from behaviour which is abusive, threatening or intimidating of another person or which a reasonable person would regard, in the circumstances, as likely to harass, humiliate or intimidate another person;

3. complies with directions given by Employees to promote the good order and management of the University;

4. ensures the proper use of University facilities, Information and property, and the property of other persons on its campuses and sites;

5. demonstrates a professional manner while representing the University in any capacity, including while participating in Student mobility programs, events, conferences, functions, placements, practicums, field trips, study tours and other forms of work integrated learning, and maintains the highest standards of professional ethics relevant to the profession or industry for which they are being trained;

6. complies with all health and safety requirements and instructions given by the University, including attending any relevant training if required by the University; and

7. complies with University Policies and Procedures that relate to Students.

4.2 Speech

Students shall not engage in, nor support or encourage another to engage in:

1. Speech that is subject to any restriction Imposed by Law; or

2. Hate Speech.

4.3 Student General Misconduct

Student behaviour which is contrary to Section 4.1 or Section 4.2 constitutes General Misconduct and the Student may be subject to penalties, in accordance with the Student General Misconduct Procedure.

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5 References

Nil.

6 Schedules

This policy must be read in conjunction with its subordinate schedules as provided in the table below.

7 Policy Information

Accountable Officer	Deputy Vice-Chancellor (Students and Education)
Responsible Officer	Dean (Students)
Policy Type	Governance Policy
Policy Suite	Student General Misconduct Procedure Student General Misconduct Procedure Penalty Schedule
Subordinate Schedules	
Approved Date	17/8/2026
Effective Date	17/8/2026
Review Date	5/12/2027
Relevant Legislation	*Age Discrimination Act 2004* (Qld) *Anti-Discrimination Act 1991* (Qld) *Child Safe Organisations Act 2024* *Crime and Corruption Act 2001* *Criminal Code Act 1899* (Qld) *Criminal Code Act 1995* (Cth) *Education Services for Overseas Students Act 2000* Higher Education Standards Framework (Threshold Standards) 2021 *Human Rights Act 2019* (Qld)

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	Information Privacy Act 2009 (Qld) *Public Interest Disclosure Act 2010* (Qld) *Racial Discrimination Act 1975* (Cth) *University of Southern Queensland Act 1998* *Work Health and Safety Act 2011* (Qld)
Policy Exceptions	Policy Exceptions Register
Related Policies	Academic Freedom and Freedom of Speech Policy Acceptable use of ICT Resources Policy Fraud and Corruption Risk Management Policy Intellectual Property Policy Media Engagement Policy Prevention of Discrimination, Bullying and Harassment Policy Public Interest Disclosure Policy Research Code of Conduct Policy Social Media Policy Student Academic Integrity Policy Students with a Disability Policy and Procedure Work Health and Safety Policy
Related Procedures	Commercialisation of Intellectual Property Procedure Employee Complaints (Sexual Harassment, Sexual Assault and Sex Discrimination) Procedure Intellectual Property Procedure Media Engagement Procedure Public Interest Disclosure Procedure Research Code of Conduct: Management of Potential Breaches Procedure

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	Social Media Procedure Student Academic Misconduct Procedure Student Appeals Procedure Work Integrated Learning Activities Procedure
Related forms, publications and websites	Feedback, Complaints and Appeals Model Code on Freedom of Speech and Academic Freedom Residential Colleges - Conditions of Residency
Definitions	**Terms defined in the Definitions Dictionary**
	Academic Freedom Academic Freedom comprises: the freedom of Employees, in the course of their academic activities, to educate, discuss, or research and to disseminate and publish the results of those activities; the freedom of Employees and Students, in the course of their academic activities, to engage in intellectual inquiry, to express their opinions and beliefs, and to contribute to public debate, in relation to those activities; the freedom of Employees and Students to express their opinions in relation to the University; the freedom of Employees, without constraint imposed by reason of their employment by the University, to make lawful public comment on any issue in their personal capacities; the freedom of Employees to participate in or speak on behalf of professional or representative bodies and associations; the freedom of Students to participate in or speak on behalf of student societies and associations; and the autonomy of the University in relation to the choice of Academic Programs and Courses, the ways in which they are taught and the choices of research activities and the ways in which they are conducted. Public comment is not made in a personal capacity where: the comment includes a reference, express or implied, to the University; or the Employee identifies their employment or any affiliation with the University, refers to their position in the University. Antisemitism Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities. The following examples may serve as illustrations: Manifestations might include the targeting of the state of Israel, conceived as a Jewish collectivity. However, criticism of Israel similar

to that leveled against any other country cannot be regarded as antisemitic. Antisemitism frequently charges Jews with conspiring to harm humanity, and it is often used to blame Jews for “why things go wrong.” It is expressed in speech, writing, visual forms and action, and employs sinister stereotypes and negative character traits. Contemporary examples of antisemitism in public life, the media, schools, the workplace, and in the religious sphere could, taking into account the overall context, include, but are not limited to: Calling for, aiding, or justifying the killing or harming of Jews in the name of a radical ideology or an extremist view of religion. Making mendacious, dehumanizing, demonizing, or stereotypical allegations about Jews as such or the power of Jews as collective - such as, especially but not exclusively, the myth about a world Jewish conspiracy or of Jews controlling the media, economy, government or other societal institutions. Accusing Jews as a people of being responsible for real or imagined wrongdoing committed by a single Jewish person or group, or even for acts committed by non-Jews. Denying the fact, scope, mechanisms (e.g. gas chambers) or intentionality of the genocide of the Jewish people at the hands of National Socialist Germany and its supporters and accomplices during World War II (the Holocaust). Accusing the Jews as a people, or Israel as a state, of inventing or exaggerating the Holocaust. Accusing Jewish citizens of being more loyal to Israel, or to the alleged priorities of Jews worldwide, than to the interests of their own nations. Denying the Jewish people their right to self-determination, e.g., by claiming that the existence of a State of Israel is a racist endeavor. Applying double standards by requiring of it a behavior not expected or demanded of any other democratic nation. Using the symbols and images associated with classic antisemitism (e.g., claims of Jews killing Jesus or blood libel) to characterize Israel or Israelis. Drawing comparisons of contemporary Israeli policy to that of the Nazis. Holding Jews collectively responsible for actions of the state of Israel. Antisemitic acts are criminal when they are so defined by law (for example, denial of the Holocaust or distribution of antisemitic materials in some countries). Criminal acts are antisemitic when the targets of attacks, whether they are people or property - such as buildings, schools, places of worship and cemeteries - are selected because they are, or are perceived to be, Jewish or linked to Jews. Antisemitic discrimination is the denial to Jews of opportunities or services available to others and is illegal in many countries. Interpretation Rule: Unless context otherwise requires, a reference to 'discrimination', 'harassment' or 'bullying' (or other grammatical forms of any of those terms) wherever appearing in University policy or procedure, and whether or not those terms are capitalised in any such instrument, is taken to include a reference to 'Antisemitism' as defined above.

Employee

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A person employed by the University and whose conditions of employment are covered by the Enterprise Agreement and includes persons employed on a continuing, fixed term or casual basis. Employees also include senior Employees whose conditions of employment are covered by a written agreement or contract with the University.

General Misconduct

Behaviour or conduct which is contrary to expected Student conduct outlined in the Student General Conduct Policy.

Harassment

Harassment includes, but is not limited to, treating a person less favourably because of a person's characteristic such as their sex, race, age, disability, sexuality, religious or political belief or activity, or some other characteristic protected under anti-discrimination laws. Harassment may include Bullying a person and may also breach human rights legislation. Interpretation Rule: Unless context otherwise requires, a reference to 'harassment' (or other grammatical forms of any of this term) wherever appearing in University policy or procedure, and whether or not those terms are capitalised in any such instrument, is taken to include a reference to 'Antisemitism' as defined in the Definitions Dictionary .

Information

Any collection of data that is processed, analysed, interpreted, organised, classified or communicated in order to serve a useful purpose, present facts or represent knowledge in any medium or form. This includes presentation in electronic (digital), print, audio, video, image, graphical, cartographic, physical sample, textual or numerical form.

Policy

A high level strategic directive that establishes a principle based approach on a subject. Policy is operationalised through Procedures that give instructions and set out processes to implement a Policy.

Procedure

An operational instruction that sets out the process to operationalise a Policy.

Research

	Research is the creation of new knowledge and/or the use of existing knowledge in a new and creative way to generate new concepts, methodologies, inventions and understandings. This could include the synthesis and analysis of previous research to the extent that it is new and creative. Speech Speech extends to all forms of expressive conduct including oral speech and written, artistic, musical and performing works and activity and communication using social media; the word 'speak' has a corresponding meaning. Student A person who is enrolled in a UniSQ Upskill Course or who is admitted to an Award Program or Non-Award Program offered by the University and is: currently enrolled in one or more Courses or study units; or not currently enrolled but is on an approved Leave of Absence or whose admission has not been cancelled. University The term 'University' or 'UniSQ' means the University of Southern Queensland. University Community Means all Students and Employees of the University, persons officially associated with the University, former Students and alumni at the University, as well as invitees, visitors and guests.
	Definitions that relate to this policy only
	Hate Speech Hate Speech is expression in Speech that is in breach of the *Anti-Discrimination Act 1991* (Qld), the *Criminal Code Act 1899* (Qld), the *Racial Discrimination Act 1975* (Cth) or the *Criminal Code Act 1995* (Cth) or that amounts to Antisemitism. **Imposed by Law** In relation to restrictions or burdens or conditions on a freedom, includes, without limitations, restrictions, burdens or conditions imposed by statute law, the common law, the law of defamation, duties of confidentiality, restrictions deriving from intellectual property law and restrictions imposed by contract.

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