



Student Code of Conduct

1. INTENT

The Student Code of Conduct explains how students are expected to behave at the College. It sets clear standards for academic, personal and professional behaviour.

All students are required to follow the Code when participating in activities and when interacting with other students, staff and members of the College community

The Code promotes respectful, responsible and ethical behaviour, and explains how concerns or breaches will be managed in a fair, timely and consistent way.

2. PRINCIPLES

Students living at The John Flynn College are expected to:

- Respect others' right to learn, work and participate in College life in an environment that supports academic freedom, open discussion and freedom of expression.
- Treat everyone with tolerance, honesty, inclusion and respect, and support others' rights to peacefully gather and associate.
- Use College facilities, property and services responsibly and sustainably, so they are available for others and environmental impact is minimised.
- Act in a way that always protects and upholds the reputation of the College.

3. SCOPE

This Code applies to all students living at The John Flynn College and covers everything you do or don't do that affects the College or its community.

It applies:

- At the College (on campus and in residences)
- At College-related activities off campus, such as placements, field trips, social or sporting events
- Online, including social media, messages, and digital platforms
- Whenever your actions impact other students, staff, volunteers, contractors, or visitors

All students are expected to behave in a way that:

- Keeps everyone safe
- Shows respect and responsibility
- Supports a child-safe, inclusive and harassment-free environment
- Meets the College's expectations around **consent**, respectful behaviour and prevention of gender-based violence

4. DEFINITIONS

General Misconduct

Misconduct means behaviour that breaks the Code of Conduct.

This includes but is not limited to:

- behaviour that causes physical, emotional or psychological harm to others
- dishonesty, including providing false information or misusing documents
- theft, damage, vandalism, misuse of property or interfering with others' access to College facilities or equipment
- failing to follow College policies or reasonable directions from staff or authorised College representatives, especially where safety or wellbeing may be affected

Student misconduct will be managed in accordance with the College's procedures to ensure matters are addressed fairly, promptly and appropriately

- Refer to the [Student Misconduct Procedure](#)

Bullying

Bullying is repeated, unreasonable behaviour directed at a person or group of people that may cause physical or psychological harm:

- *Unreasonable* behaviour is behaviour that a reasonable person, having regard for the circumstances, would see as unreasonable. It includes behaviour that is victimising, humiliating, intimidating or threatening.
- *Unreasonable* behaviour is *repeatedly* directed if it is directed towards the same person or group more than once, (even if it is not necessarily the same behaviour on each occasion).

Reasonable directions issued by a staff member who has authority to give that direction, including as part of academic performance or assessment, do not constitute Bullying.

Complainant

A person(s) who makes a Complaint under this Policy.

Complaint

A complaint made under the Code of Conduct. A Complaint involves providing relevant information seeking disciplinary action or another form of resolution in relation to a Respondent. Complaints will be managed in accordance with the relevant academic, general or professional misconduct procedure, as applicable. A Complaint is distinct from a Report (as defined below).

Conflict of interest

May arise where a student's personal, professional, or financial interests could influence, or be perceived to influence, their learning, research, assessment, or academic judgement.

Discrimination

Occurs when a person is treated less favourably than others, including in their employment or education, because of a personal characteristic or attribute. This includes both direct discrimination (overtly less favourable treatment) and indirect discrimination (conditions or requirements that disadvantage certain groups and are not reasonable).

Protected personal characteristics under Commonwealth and Queensland law include (but are not limited to):

- Age

- Sex, sexual orientation, gender identity, transgender status or intersex status
- Relationship status, parental or carer status, pregnancy, or breastfeeding
- Family responsibilities
- Race, colour, descent, national or ethnic origin, immigration status
- Religious or political belief or activity
- Disability, impairment, or medical condition
- Association with or relation to a person who has one of the above attributes

The following conduct does not constitute Discrimination within the meaning of this Policy:

- a student is not admitted, or able to progress in a course or program because, notwithstanding that reasonable adjustments have been made, they cannot meet the inherent requirements of the course;
- the University has gained a lawful exemption, or the law otherwise permits the University, to target a course or program at a particular group of people to help redress disadvantages that group may experience;
- the University lawfully implements specific equal employment opportunity or affirmative action strategies, plans or programs designed to ensure genuine equal opportunities in the learning or research environment, particularly in relation to groups that have been disadvantaged in the past.

Equity Contact Officer

An individual appointed by the University who volunteers to be part of the ECO network and receives training through the Queensland Human Rights Commission. ECOs provide information and referral options for both Students and Staff regarding the Code of Conduct, and in particular matters around bullying, discrimination, harassment and racism, the Diversity and Inclusion Policy, and related procedures.

Harassment

Conduct directed towards a person, or a group of people on the basis of one or more personal characteristics that is done with the intention to offend, humiliate or intimidate that person or group or which a reasonable person would anticipate would offend, humiliate or intimidate that person or group.

Hazing

Any action or situation, with or without the consent of the participants, which recklessly, intentionally, or unintentionally endangers the mental, physical, or academic health or safety of staff or students. Hazing can include the practice of rituals, challenges, and other activities as a way of initiating a person into a group including a new residential college, team, or club.

Penalty

A sanction or punitive measure imposed by the College or University as a result of a misconduct finding by an Authorised Delegate, and on completion of an administrative disciplinary process. Penalties are described at Appendix 1, and range from reprimand through to expulsion and rescission of an academic award conferred by the University.

Precautionary Measures

Reasonable and proportionate measures, actions, or directions which the University or College may make on an interim basis in relation to a member of the University or College community

who is alleged to have engaged in Serious Misconduct in breach of the Student Code of Conduct. Precautionary measures include, but are not limited to:

- suspension of the student from University sites;
- a direction that the student is to remain a certain distance away from the Complainant and/or any other person;
- a direction that the student is to temporarily leave on-campus accommodation.

They may be implemented at any stage of a Report or Complaint process including before a final decision is made by an internal or external decision maker.

Professional Misconduct

Behaviour or conduct that a student adopts which are outside the bounds of what is considered acceptable by the governing or accrediting body of the profession, and/or of a lesser standard than what might be reasonably expected of a novice practitioner, and/or contravenes what is reasonably expected of a student in a clinical or professional setting. Examples are set out in the [Student Professional Misconduct Procedure](#).

Racism

Conduct, behaviour, or practices that express, reinforce, or perpetuate prejudice, hostility, stereotyping, exclusion, or discrimination against individuals or groups on the basis of race, colour, descent, national or ethnic origin, cultural background, or religion where the conduct is racialised. This includes forms of racism that target or marginalise people because of actual or perceived race-related attributes, including antisemitism, racism against Aboriginal and Torres Strait Islander peoples, and other manifestations of racial or ethno-religious hostility, such as Islamophobia.

Racism may be expressed through individual actions, institutional practices, or systemic structures, whether deliberate or unconscious, and may be direct or indirect.

Report

Information provided to the University about an incident or suspected wrongdoing that the person making the report believes to be a breach of the Student or Staff Code of Conduct. A student can make a report about the behaviour and/or conduct of another student, staff member or affiliate or report any incident of inappropriate behaviour or conduct by, or toward, a member of the University community including anonymously via the Misconduct Report Form.

The University or College can provide support to a student making the Report (if they have identified themselves) including Accommodations and Precautionary Measures, and advice about making a Complaint.

Representative (or Support Person)

A representative (also referred to as a support person) is a person to assist, accompany and support a complainant, respondent or interviewee in their participation in matters relating to this policy and supporting procedures. A representative may be a friend or family member. A representative must not be a lawyer, unless prior written approval is given by the Authorised Delegate, nor can it be a person named in the Complaint.

Respondent (s)

A person (s) responding to a Complaint

Vexatious

A report or complaint is deemed to be vexatious if it is:

- dishonest or contains intentionally misleading information;
- malicious; pursued with undue persistence;
- without fair or reasonable grounds;
- has the intent to harass or cause delay or detriment; or
- is pursued in a manner that threatens, menaces, or harasses a member of the University Community.

Vilification

Vilification is a public act that incites hatred towards, serious contempt for, or severe ridicule of, a person or group of persons on the ground of the race, religion, sexuality or gender identity of the person or members of the group. Examples include a threat of harm to a person or their property, or inciting others to threaten harm to a person or their property.

5. OBLIGATIONS AND EXPECTATIONS

Obligation of personal responsibility

Students will:

- read and comply with their contractual conditions and the College's standards, policies, procedures and ethical requirements;
- read and comply with College Handbook
- take responsibility for their own behaviour;
- raise issues or concerns with the College in a timely manner; and
- take responsibility for seeking support and/or assistance when required

Obligation to act with honesty and integrity

Students will:

- uphold integrity;
- conduct themselves appropriately when representing the College within the University and wider community;
- abide by relevant ethical requirements;
- not do anything which may bring the College into disrepute including by making or publishing false or misleading statements relating to the College;
- avoid using the College's name, crest or resources for private or business purposes without appropriate authorisation;
- report a breach of this Code of Conduct if they believe that they have observed a breach; and
- not engage in unlawful behaviour.
- raise issues or concerns with the University in a timely manner; and
- take responsibility for seeking support and or assistance when required

Obligation of respect and fairness

Students will:

- treat other students, staff, and volunteers with respect and fairness;
- avoid discriminatory conduct on grounds such as gender, sexuality, race, ability, cultural and social background, religion, age or political conviction;
- be responsible for what they write and disseminate through all forms of social media maintaining respect for their audience and respect for copyright;
- not engage in conduct which may objectively be considered as harassment or bullying, or which is otherwise disruptive or intimidating;
- not engage in conduct which may objectively be considered as disorderly, threatening or violent
- not engage in unlawful behaviour
- respect the privacy of others in the collection, use or access of personal information whilst undertaking studies;
- not disclose information identified as confidential concerning any matter relating to the College;

- avoid disrupting or interfering with any activity of the College;
- consider their responsibilities and the consequences of their actions when exercising their freedom of expression;
- support legitimate academic debate;
- not impair the rights of others to participate in any legitimate College activity; and
- not encourage, persuade, or incite others to engage in conduct or behaviour constituting misconduct in accordance with college policies and procedures.
- Declare any actual, potential, or perceived conflict of interest that may influence, or be seen to influence, decisions or actions in their own interest

Obligation of respect and fairness

Students will:

- not endanger, or potentially endanger, the safety or health of others;
- treat other students, staff, affiliates and volunteers with respect and fairness; and not engage in unlawful discriminatory conduct because of a personal characteristic or attribute (see definition)
- be responsible for what they write and disseminate through all forms of social media maintaining respect for their audience and respect for copyright;
- not engage in conduct which may be considered violent, bullying or harassing, vilifying or abusive;
- not engage in gender-based violence or sexual misconduct in line with the Gender-based Violence and Sexual Misconduct Policy;
- not use, possess or supply a prohibited weapon or any prohibited substance at College premises;
- use College property or resources, including communication technology resources, cooperatively, legally, ethically responsibly and appropriately;
- respect the property rights of others, including students and staff, whilst on College premises; and
- comply with any reasonable request or directions from College staff with regard to safety or compliance with standards, policy, procedure or ethical requirements.

Obligation to ensure safety and to respect to property

Students will:

- not endanger, or potentially endanger, the safety or health of others
- not cause physical or psychological harm to others
- not use, possess or supply a prohibited weapon or any prohibited substance at College premises;
- use College property or resources, including communication technology resources, cooperatively, legally, ethically responsibly and appropriately;
- respect the property rights of others,
- comply with any reasonable request or directions from College staff with regard to safety or compliance with policy, procedure or ethical requirements

6. COMPLIANCE WITH THE STUDENT CODE OF CONDUCT

Where uncertain about this Code of Conduct's application or interpretation, students should consult the College Principal.

Failure to comply with the Code may lead to disciplinary action, and in serious cases may lead to termination of residency and/or criminal prosecution.

Breaches of the Code of Conduct

Students are expected to uphold the Student Code of Conduct, or they will be subject to relevant policy and procedures for breaches of the Code. Where a breach of the College policies and procedures also breaches the law, the College may also report the criminal activity to the police.

The College has a duty of care to ensure a safe learning environment for all members of the College community and is obliged to take immediate action where a student's behaviour is inappropriate. Authorised persons can arrange for the immediate removal of students causing disturbances that hinder or interfere with any lawful activities conducted on the College grounds.

The College may, to prevent breaches of this Code, issue directions to a student regarding their future behaviour consistent with the requirements of this Code.

The College reserves the right to administer the relevant policy or procedure and proceed with the investigation/inquiry even if the student withdraws from the College, is no longer enrolled, or subsequently fails to meet the definition of a resident while a disciplinary matter is pending.

Decision making

Matters relating to student conduct will be determined by the College Principal

Reporting misconduct

A report on student misconduct may be made through a variety of mechanisms including directly to the College Principal or Deputy Principal, or by using the online form.

The report of misconduct must:

- provide sufficient details of the alleged misconduct; and
- describe clearly the obligations that are alleged to have been breached.

Other Policies of the College also set out expectations of behaviour (e.g. the Social Media Policy, Gender Based Violence and Sexual Misconduct Policy, IT Policy, College Handbook). Any breach of the conduct aspects of those Policies are managed through the procedures stipulated. The nature of the alleged misconduct determines the procedure to be used.

Students are able to contact an Equity Contact Officer (ECO) to discuss options for internal and external support and making a Report or Complaint to the University on Bullying, Discrimination and Harassment. ECOs also provide information and guidance on University policies and procedures

Reports of Gender-based Violence and Sexual Misconduct may be made through the Sexual Misconduct Officers and through the online reporting form.

Any person that makes an allegation of misconduct which is frivolous, false, or has malicious purposes in raising the alleged misconduct may themselves be subject to misconduct procedures.

Procedural fairness

Students responding to an allegation of misconduct can expect:

- a copy of, all relevant documents relating to the alleged misconduct;
- to have a reasonable opportunity to appear before the person considering the matter to answer the allegations;
- to be accompanied by a Representative or Support Person in any meetings with the person considering the matter; and
- support such as counselling/ or advocacy, this may include academic and other support.

Confidentiality

Matters relating to allegations and hearings associated with breaches of the Student Code of Conduct will be treated as confidential in the strictest privacy as applicable noting the College may have notification obligations to external agencies.

9. REVIEW

This policy will be reviewed annually.

10. COMMUNICATION

This policy will be included in the Student Handbook and Residential Assistant Handbook for the information of students and staff.

11. SUPPORT

Employees and students that require support to apply this policy and/or associated policies and procedures may seek the support of:

- The College Principal
- Dean of Students

12. ASSOCIATED LEGISLATION AND INSTRUMENTS

- Student Code of Conduct
- JCU Sexual Assault Procedure (for students)
- JCU Sexual Harassment Procedure (for students)
- Bullying, Discrimination and Harassment Procedure
- Social Media Policy
- IT Policy

13. ENDORSEMENT

Endorsed by the College Principal on 19/12/2025.