



Code of Conduct Framework

Policy UP26/2

Approver	Senate
Sponsor	Vice-Chancellor
Owner	Chief People and Culture Officer
Secretary	Corporate Secretary
Policy Type	Institutional
Policy Category	Corporate Governance

Introduction and Purpose

The University of Western Australia (UWA) is a community that aspires to excellence in learning, discovery and service. We act with integrity, we value inclusion and equity, and we work together with care, kindness and respect. This Framework sets the foundation for conduct at UWA and provides a clear, consistent standard for how we learn, work and engage as one community. It affirms that leadership is expressed not only through formal roles, but through everyday behaviour, personal accountability and the way we treat one another.

Values

The UWA Values guide the character of our community and inform expectations of behaviour across all settings. They provide a common language for decisions, interactions and culture.

- **Excellence:** we consistently pursue the highest levels of achievement, creating the best outcomes possible.
- **Integrity:** we are honest and ethical, and we show respect for, and appreciate, one another and our communities, valuing our differences.
- **Innovation:** we are constantly, and creatively, improving and adapting.
- **Collaboration:** we share our collective intelligence to achieve more.
- **Equity:** we are committed to providing everyone in our community equality of opportunity, experience and outcome.

How the Code is Structured

This Framework sets the overarching principles for conduct at UWA and is complemented by three annexures that apply in different contexts:

- Annexure A: **Staff Code of Conduct**, behavioural standards for all employees and office holders acting for the University.
- Annexure B: **Student Code of Conduct**, behavioural standards for all enrolled students.
- Annexure C: **Code for the Protection of Freedom of Speech and Academic Freedom**, University wide principles and processes supporting lawful speech and academic freedom.

Together, these instruments provide a coherent, fair and consistent framework for conduct across UWA.

Scope

This Framework applies to all members of the UWA community, including staff, students, contractors, office holders, affiliates, adjuncts, emeriti, volunteers, visiting scholars and any person engaged in University activity or using University resources. It applies on campus, online and off site, and wherever conduct has a relevant connection to the University. Where an individual holds more than one role, the applicable obligations depend on the role being performed at the time, and in some circumstances more than one annexure may apply.

The following coverage table refers:

Position	UWA Code of Conduct Framework	Annexure A: Staff Code of Conduct	Annexure B: Student Code of Conduct	Annexure C: Code for the Protection of Freedom of Speech and Academic Freedom
Staff	✓	✓	X	✓
Students	✓	X	✓	✓
Governing bodies and office holders	✓	✓ - as office holders acting for the University	X	✓
Contractors and their workforce	✓	✓ - as specified in their contractual terms	X	✓
Adjuncts and Emeriti	✓	✓ - as specified in their engagement terms	X	✓
Inbound Students on exchange	✓	X	✓	✓
Dual roles and joint activities	✓	✓ - when acting as staff	✓ - when acting as a student	✓

Principles of Conduct

Three principles anchor everyday behaviour. They are the lens through which we lead, collaborate, resolve issues fairly and steward the University's reputation.

1. How we work side by side

We treat one another with dignity, kindness and fairness. We foster a safe, inclusive community where people can participate with confidence, contribute openly and feel a sense of belonging. We welcome different perspectives and experiences and we uphold the right to rigorous academic inquiry conducted with care for others.

We reject discrimination in all its forms. Behaviour that demeans, marginalises or harms others, including racism, antisemitism, Islamophobia, sexism, homophobia, transphobia, ableism, religious vilification or any other prejudicial conduct, has no place at UWA. We embrace diversity, protect the dignity of every individual and set clear expectations against behaviour that is hateful, hostile or exclusionary, ensuring our community remains safe, respectful and inclusive for all.

2. How we communicate

We communicate respectfully and constructively. We listen with care, speak with clarity and courtesy, acknowledge contributions, and address concerns early. We engage in discussion and debate in ways that strengthen trust and learning, including in digital spaces.

3. How we conduct University business

We meet our responsibilities with integrity and accountability. We manage risks, use resources prudently, follow laws and University policies, make decisions transparently, declare and manage conflicts, and act with good judgement in the best interests of the University and its people.

Leadership and Community

Every member of UWA contributes to the culture we experience. We expect leaders at all levels to model values, invite constructive challenge, protect dignity, encourage voice, and create conditions where students and staff can thrive. We expect all community members to show everyday leadership by acting with kindness, supporting others and calling attention to concerns in safe and appropriate ways.

Application and Consistency

The Code of Conduct Framework operates alongside relevant policies and procedures, including academic integrity, research ethics, work health and safety, acceptable use of information technology, privacy and records, complaints and misconduct. Where overlap arises, the Framework sets overarching principles, while annexures set role specific standards and processes. This ensures clarity, fairness and consistency in how expectations apply in different settings.

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