

CODE OF CONDUCT

Our core ethos and values are the foundation of our success

Flinders University is committed to creating, fostering and celebrating a culture where our people are the heart of our endeavours. Valuing our people and the work they contribute towards our vision forms the basis upon which our mission will be achieved: *Changing lives and changing the world.*

Our ethos and values define the way we carry out our work and study, inform the decisions we make, underpin the policies we develop, and shape how we interact with each other and our stakeholders. They are the common touchstones that define our shared culture and the foundations upon which our future success is built. Our people will bring our ethos and values to life.

The Code of Conduct gives expression to the ethos and values by setting out the behavioural standards expected of all those who contribute to the delivery of the vision and mission of the University.

This Code has the status of a policy and is applicable to all employees of the University, members of Council and other University committees, persons holding an honorary, visiting or adjunct appointment with the University, volunteers, contractors, consultants and employees of controlled entities whenever they are engaged in any University-related activity.

The Code summarises the standards that are more closely defined elsewhere in policy, procedures, legislation, and industrial agreements. Any difficulty in complying with or understanding the Code should be referred to a senior staff member for support and guidance.

All those to whom this Code of Conduct applies are required to:

1. Uphold the ethos and values of the University
2. Conduct all their work-related activities safely and in accordance with all applicable laws
3. Understand and comply with all applicable University statutes, policies and procedures
4. Respect and uphold the principles of equity, inclusivity and diversity to ensure a workplace that is free from discrimination and harassment
5. Promote and maintain Flinders University as an environment where there is no place for bullying, sexual harassment or sexual assault
6. Maintain the highest standards of academic integrity
7. Value and uphold the freedom of speech and academic freedom
8. Avoid or disclose and manage all actual, potential or perceived conflicts of interest
9. Protect the University's confidential information and intellectual property
10. Use the University's funds, property and other resources responsibly and for the benefit of the University
11. Act in the interests of the University and uphold its reputation.

University ethos and values

Our ethos:

Student Centred

- **Focus** on student success
- **Empower** students as partners
- **Encourage** the student voice
- **Provide timely** and meaningful feedback
- **Celebrate** student achievement.

Our values:

Integrity

- Maintain the highest professional and ethical standards at all times
- Be accountable for our actions and follow through on our commitments
- Embrace diversity and promote equity, inclusion and social responsibility
- Treat others with courtesy and respect
- Foster a safe and healthy environment for work and study

Courage

- Trust and empower
- Seize opportunities and embrace change
- Learn from experience
- Be open and transparent in our communications
- Pursue critical and open inquiry

Innovation

- Solve problems by “thinking outside the box”
- Promote personal enterprise and creativity
- Encourage teamwork and collaboration
- Be responsive and innovative when faced with new challenges
- Actively engage with business and industry

Excellence

- Strive for excellence in every endeavour
- Commit to quality and continuous improvement
- Celebrate our achievements
- Deliver exceptional levels of service
- Develop future leaders.

