

THE STANDARDS WE LIVE BY – OUR CODE OF CONDUCT –



Our Code of Conduct (Code) provides guiding principles and standards requiring CQUniversity employees to work with integrity, diligence, honesty and respect to deliver the University's aim to be a great university. The Code reflects the commitment of our University to ensure fair and ethical behaviour in an institution dedicated to the pursuit of enquiry and academic excellence, engagement with people and ideas, as well as equity and diversity amongst our students and employees.

In delivering this commitment within a truly great university, we operate in accordance with our organisational values as well as abiding by the Federal and State ethics acts, the [Human Rights Act 2019](#) (Qld) and other relevant legislation, the [Freedom of Speech and Academic Freedom Policy](#) and the [Academic Board Position Statement – Academic Freedom](#). We do this not only because we are legally obligated to do so, but because it is right and just.

The Code applies to all employees and individuals affiliated with the University, including casual, honorary and adjunct employees, consultants and contractors, volunteers and members of the University Council and University boards and committees. By agreeing to be a part of the University community you commit to upholding these standards. This Code also provides a framework for evaluating issues of possible misconduct and inappropriate conduct.

The Code should be read in conjunction with the University's [policy documents](#) including the [Code of Conduct for Research](#).

1 OUR VALUES

Our values define and guide our work, behaviour, approach and who we are as an organisation.

Engagement	We recognise that authentic engagement with our communities, industries, stakeholders, and students is an inseparable feature of our social purpose.
Can Do	We have the skills, vision, and courage to achieve anything. We support one another to seize opportunities and overcome challenges.
Openness	As individuals and as a university, we build trust by acting with integrity and embracing open and honest dialogue.
Leadership	We value leadership as a quality embedded within every role at CQUniversity, and recognise that initiative, collaboration, accountability, and daring to be different define our success as leaders.
Inclusiveness	We value accessible education and training as an undeniable human right afforded to any person who aspires to it, anchored by a shared sense of equity, kindness and humanity.

2 PRINCIPLES

Our policy framework regulates the behaviour and actions that contribute to building an organisation where people aspire to work and study. We commit to the following ethical and behavioural obligations. These requirements are not exhaustive but indicate the conduct reasonably expected of University employees.

2.1 Integrity and impartiality

We will:

- 2.1.1 Act honestly and fairly, with courtesy and with proper regard for the rights, obligations, culture, and dignity of others including respecting their intellectual property and moral right. Refer to our [Intellectual Property and Moral Rights Policy](#).

- 2.1.2 Support equity and diversity by not engaging in conduct that discriminates, bullies, harasses or intimidates any other person.
- 2.1.3 Recognise that whilst unlawful discriminatory characteristics vary across our footprint, the University will not discriminate on the basis of protected attributes including race, ethnicity, culture (including Australian First Nations Peoples), religion or belief, disability, age, sex, gender identity, intersex status, sexual orientation, pregnancy, family responsibilities, breastfeeding and marital status or any other characteristic identified within state or federal legislation. Refer to our [Workplace Harassment, Bullying and Unlawful Discrimination Policy and Procedure](#) and [Sexual Harassment Policy and Procedure](#).
- 2.1.4 Report any suspected or known instances of improper, fraudulent or corrupt conduct or wrongdoing in accordance with our [Fraud and Corruption Control Framework](#) and [Public Interest Disclosure Policy and Procedure](#).
- 2.1.5 Respect and uphold all relevant legislation, policy documents, ethical standards and lawful instructions in the performance of our work.
- 2.1.6 Maintain a respectful, cooperative and collaborative approach to all working relationships and take all reasonable steps to resolve issues as close to the issue interface as possible in a fair and timely manner.
- 2.1.7 Use all social media platforms appropriately and responsibly and in accordance with our [Social Media Policy and Procedure](#) and [Communication Charter](#). Acting in our capacity as a representative of the University, we will not knowingly engage in any activities which adversely affect the University's reputation, relationships or standing. In the exercise of academic and intellectual freedom, we will act in a professional and ethical manner and will not harass, vilify, intimidate or defame any other person. When participating or commenting as a private citizen, we will endeavour to ensure that our university position and association is not knowingly used to add weight to our personal opinion and make it clear that any views expressed are our own, and do not necessarily reflect the views of the University.
- 2.1.8 Declare and manage any actual, perceived or potential conflicts of interests which may influence, or be perceived to influence, the performance of our role (including personal or financial interests of family members, friends and associates), in accordance with the [Conflict of Interest Policy and Procedure](#).
- 2.1.9 Respect, and seek when necessary, the professional opinions of colleagues in their areas of competence, acknowledging their contribution.
- 2.1.10 Build a positive image and reputation for the University through all internal and external interactions, and not engage in any conduct which may compromise the University's position.
- 2.1.11 Co-operate fully and truthfully with the University in relation to any investigations or enquiries.

2.2 Accountability and transparency

We will:

- 2.2.1 Identify and report all workplace health and safety risks or security incidents, in accordance with our [Incident and Hazard Reporting and Investigation Procedure](#), and take all reasonable care for the health and safety of ourselves and of other persons in our place of work, and who may be affected by our acts or omissions at work.
- 2.2.2 Act professionally, and be discerning, impartial and objective when we perceive something to be unjust.
- 2.2.3 Make reasonable efforts to actively engage in learning and in personal and professional development to continually improve our skills and knowledge relevant to our roles and areas of expertise. Refer to our [Professional Development Policy and Procedure](#).
- 2.2.4 Adopt the principles of procedural fairness and natural justice and work within this framework.
- 2.2.5 Make decisions and provide advice that is free of bias or favouritism and is based on sound judgement. Before making a decision or providing advice, we will consider relevant information and any potential impact on the University, community and other University employees and students.

- 2.2.6 Advise our supervisor immediately if we are charged with a criminal offence, that is punishable by imprisonment or, if found guilty, could reasonably be seen to affect our ability to meet the inherent requirements of the work we are engaged to perform.
- 2.2.7 Notify our supervisor of any loss, suspension of, or change to, a registration, accreditation, licence or other qualification that affects our ability to meet relevant essential requirements of the position or to perform our duties.
- 2.2.8 Set realistic goals, timelines and workloads, and provide adequate resources and appropriate information to complete work. We will trust our employees to work autonomously but will also provide support when needed. As employees, we will work to the best of our ability in the completion of our responsibilities. We will ask for help if needed and use our time and resources as effectively and efficiently as possible.
- 2.2.9 Understand and respond to legitimate concerns of employees and encourage work arrangements that enable all employees to achieve appropriate balance.
- 2.2.10 Admit and take responsibility for mistakes or involvement in situations that result in unfavourable outcomes and work to rectify problems as quickly as possible.

2.3 Participate as a community of scholars

We will:

- 2.3.1 Encourage the pursuit of knowledge and freedom of enquiry.
- 2.3.2 Foster responsible and ethical research.
- 2.3.3 Avoid the presentation of work, ideas or data of others as one's own, without appropriate acknowledgement and referencing, including self-plagiarism.
- 2.3.4 Not limit the freedom of University members to comment on community affairs as individual citizens, or to comment on their subjects of expertise.

2.4 Promoting the public good

We will:

- 2.4.1 Acknowledge Aboriginal and Torres Strait Islander culture and heritage and the traditional custodianship of the lands on which the University is situated.
- 2.4.2 Be free to engage and participate in any legal outside activity, provided it does not constitute a conflict of interest or adversely affect the discharge of our University duties.
- 2.4.3 Build and maintain a high level of trust with all levels of government, community and other University employees by being responsive, accountable and transparent in the way we do our work. In the performance of our duties, we will avoid conduct that may adversely affect our standing as a CQUniversity community member or bring the University into disrepute.
- 2.4.4 Manage resources effectively, efficiently and economically to support sustainable University outcomes including using University property only for University purposes, and not removing it without relevant management approval.
- 2.4.5 Provide services to the community in an equitable, prompt and professional manner and not use our University position to add weight to a personal opinion.
- 2.4.6 Act within the level of our authority, in accordance with our [Delegation of Authority Policy](#), and in accordance with our policy documents.

2.5 Commitment to the system of government

We will:

- 2.5.1 Comply with all laws that govern both the land in which we operate as well as relevant laws applying when representing the University interstate or overseas.
- 2.5.2 Manage official information appropriately and only use official information for official purposes and in an approved manner.
- 2.5.3 Receive and manage information in such a manner to ensure that confidentiality is maintained and that it will not be used to advantage others inappropriately or to disadvantage the University.
- 2.5.4 Respect the privacy of all personal information and ensure that it is only accessed and disclosed in accordance with the University's [Privacy Policy and Procedure](#), and relevant laws.

3 OUR COMMITMENT

As employees or individuals affiliated with the University, including casual, honorary and adjunct employees, consultants and contractors, and members of the University Council and University boards and committees, we commit to operating by these standards whilst conducting all University business and upholding this Code of Conduct.

4 FAILURE TO COMPLY WITH THIS CODE

A failure to comply with this Code is a serious matter and may lead to disciplinary action, including possible termination of employment and/or suspension from the University. An allegation of a breach of this Code which is made vexatiously, maliciously, frivolously, mischievously and/or without reasonable cause may constitute misconduct and a breach of this Code. Unlawful conduct will result in criminal proceedings, in accordance with the relevant legislation and related processes.

5 FEEDBACK

Feedback about this document may be emailed to policy@cqu.edu.au.

6 APPROVAL AND REVIEW DETAILS

Approval and Review	Details
Approval Authority	Council
Delegated Approval Authority	N/A
Advisory Committee	Strategic Planning and Projects Committee
Required Consultation	Joint Consultative Committee
Administrator	Executive Director People and Culture
Next Review Date	11/12/2026

Approval and Amendment History	Details
Original Approval Authority and Date	Council 03/12/1999
Amendment Authority and Date	Council 08/05/2007; Editorial amendment 02/07/2010; Council 25/07/2011; Administrator 20/12/2011; University Secretary 27/08/2012; Council 27/04/2016; Council 29/10/2019; Editorial amendment 24/11/2020; Council 05/12/2022; Council 11/12/2023; Editorial amendment 22/05/2024.
Notes	

Acknowledgement

CQUniversity acknowledges the Queensland Public Service Code of Conduct and Victorian Public Service Code of Conduct, Australian Catholic University and Curtin University Guide to Code of Conduct on which this document is based. The Vice-Chancellor and President appreciates the willingness of these departments and universities to make materials readily available to other jurisdictions. Adaptions have been made to suit CQUniversity.