

# RTC STUDENT CODE OF CONDUCT POLICY

Responsible Officer	Principal
Contact	principal@rtc.edu.au
Approved By	Principal
Responsible Body	Reformed Theological College
Approval Date	Tuesday, 28 January 2020
Effective Date	Tuesday, 28 January 2020
Review Date	TBC

The Reformed Theological College (RTC) requires all students to abide by the following Code of Conduct Policy. The code applies to all students, whether full-time or part-time, on campus or in flexibly delivered units, and inside and outside of designated class times.

As a Christian institution that trains men and women for ministry and life, the RTC promotes a community environment that upholds the highest standards of behaviour. It strives to ensure that all students and staff are able to work and study in a safe, encouraging environment.

The Code of Conduct Policy offers guidance as to the underlying principles of acceptable behaviour that apply to all students enrolled at the RTC.

## 1. Principles of General Conduct

It is expected that students will show integrity and self-control in their words and deeds. This includes the following:

- **Acting with Christian integrity and taking responsibility for one's own behaviour.** Students should treat RTC staff and fellow students in a way that upholds the values, integrity, and reputation of the RTC. This includes a willingness to treat students, Barkley Hall residents, RTC staff, and visitors with respect, courtesy and consideration and to respect the privacy of others.
- **Showing respect to RTC staff.** Students should follow any reasonable directive given by a staff member that is issued in the course of their studies.

- **Taking due care of health and safety at the RTC.** Students should follow all health and safety policies and procedures and report any known hazards, incidents, or injuries. Students should further treat the RTC buildings, grounds, and other property with due respect.
- **Responsible use of social media.** Students should be considerate in their use of social media and not, in so doing, endanger the privacy, security or reputation of other RTC staff, students or the College itself.
- **Upholding the laws of Australia.** Students should abide by national and state laws, except where obedience to the civil authority conflicts with Biblical principles.

## 2. Breaches of the Student Code of Conduct Policy

Compliance with the Student Code of Conduct Policy includes, but is not limited to, refraining from the following specific prohibited behaviours.

### 2.1. Harassment (General)

Harassment includes a wide range of deliberate and unintentional behaviours which may humiliate, intimidate or offend, and which are unwelcome and uninvited. It includes behaviour which may be written, verbal, non-verbal or physical (including transmission of inappropriate electronic communications and display of inappropriate material from the internet). Such behaviour may relate to another person's:

- Colour, nationality, ethnicity, or national origin
- Sex
- Marital status
- Parental status, pregnancy or breastfeeding
- Physical features
- Impairment or disability including, for example, total or partial loss of body function or body part, mental or psychological disorder, disease, malformation or disfigurement
- Age
- Church membership or affiliation
- Political belief or affiliation

- Personal association with someone who has, or is assumed to have, one of these personal characteristics.

## **2.2. Sexual Harassment**

Sexual harassment occurs when a person makes an unwelcome sexual advance, or an unwelcome request for sexual favours, or else engages in other unwelcome conduct of a sexual nature in relation to the other person, in circumstances in which a reasonable person, having regard to all the circumstances, would have anticipated that the other person would be offended, humiliated or intimidated. It may include, but is not limited to, the following:

- Unwelcome touching
- Staring or leering
- Suggestive comments or jokes
- Explicit pictures or posters
- Unwanted persistent invitations to go out on dates or form an exclusive relationship
- Requests for sex
- Intrusive questions about a person's private life or body
- Unnecessary contact, such as deliberately brushing up against a person
- Insults or taunts based on another person's gender
- Sexually explicit physical contact
- Sexually explicit emails or SMS text messages
- Accessing explicit internet sites in order to sexually harass another person in your presence
- The unauthorised entry of a student into the residential areas of the opposite sex on RTC premises

Established cases of sexual harassment will be considered **serious misconduct**.

## **2.3. Sexual Misconduct**

Sexual misconduct occurs when a student engages in consensual sexual activities with another person outside of a male-and-female marriage relationship, or carries out behaviours which are used to obtain gratification against another's will or at the expense of another. It includes sexual harassment (see 2.1), fornication, or any conduct of a sexual nature that is

without consent or has the effect of threatening or intimidating the person against whom such conduct is directed.

#### **2.4. Bullying and Intimidating Behaviour**

Bullying is behaviour that is offensive, intimidating, humiliating, or that degrades, distresses, ridicules, or insults a fellow student or member of the RTC community. Bullying and/or intimidation includes, but is not limited to, the following:

- Aggressive or frightening behaviour such as swearing, shouting, intimidation or threats of violence.
- The act of making, or threat to make, a student's study or home life difficult (e.g. repeatedly calling a person late at night or on weekends, or spreading false accusations about a person)
- Assault, or threat of assault, against someone, or else the threat (or act) of damaging property
- Rude, belittling, abusive, or sarcastic comments, whether written or spoken, private or public
- Baiting or unreasonable teasing (e.g. singing derogatory songs and inserting a person's name, or using cruel nicknames)
- Demeaning practical jokes
- Standing in a person's way, or deliberately blocking their path in an intimidating manner
- Open hostility

Important Note: Vigorous academic debate will not amount to bullying or intimidating behaviour when it is conducted respectfully and without violating the dignity of others or otherwise creating an intimidating, hostile, degrading, humiliating or offensive environment for them.

#### **2.5. Possession, Supply, or Use of Illicit Substances on College Premises**

Illicit drugs are prohibited on RTC property, whether at the RTC campus or at the RTC Resource Centre in Geelong.

## **2.6. Alcohol Consumption on College Premises**

The RTC campus and the RTC Resource Centre areas are to be alcohol free.