

Our Code of Conduct

The purpose of this Code is to develop and maintain a standard of behaviour that supports and enables the University's commitment to being a safe, inclusive, equitable and respectful community.

This Code sets out the University's expectations of the standards of behaviour of all members of the **University community**.

The University acknowledges Te Tiriti o Waitangi as New Zealand's founding document.

As members of the University of Auckland community, we all agree to behave in ways that make our University community safe, inclusive and equitable for all. For us, this means that:

- **We act with manaakitanga:** this means we show respect, care and support for others and we act with kindness and hospitality. In achieving this, we do not:
 - Bully, harass or discriminate against others;
 - Engage in purposefully offensive or personal attacks, whether physical or non-physical, on others or their property;
 - Behave aggressively, violently or in ways that make others feel unsafe or unwelcome;
 - Abuse the power we have over others by virtue of the position or status we hold in our **University community**.
- **We foster whanaungatanga:** this means we commit to making our **University community** a place in which all feel they belong. As part of this we:
 - Acknowledge that our rights to freedom of expression come with shared responsibilities to respect and acknowledge the rights of others;
 - Respect the principles of **natural justice**;
 - Promote positive, supportive and **collegial relationships**
 - Comply with the rules, policies and procedures of the University.
- **We build kotahitanga:** this means we recognise that our community of teaching, learning and research is a partnership between our students and our staff. As part of this we are transparent and welcoming of critical debate especially when we exercise positions of responsibility within our community and we welcome the good faith contributions of others in guiding decision-making.
- **We uphold kaitiakitanga:** this means we recognise our responsibilities as kaitiaki (guardians) to protect and respect our **environment**, traditions, knowledge, culture, languages and other taonga. As part of this we:
 - Promote and defend **academic freedom**
 - Act to achieve the goals of **sustainability**
 - Are the kaitiaki of this code – we protect and respect this Code.

Behaviour that contravenes this Code will be addressed through appropriate interventions, whether or not that **conduct** breaches the threshold for formal disciplinary action under University **rules**, policies, procedures and regulations.

Related Documentation

The Code of Conduct is intended to be used in conjunction with the **guidance document** and the University of Auckland's statutes, policies, procedures, rules, regulations and associated documents. These include, but are not limited to:

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| Student Charter Policies & Procedures Access to University Facilities Policy Access to Personal Information Policy and Procedures Addressing Bullying and Harassment and Discrimination Policy and Procedures Authorship Guidelines Conflict of Interest Policy Equity Policy and Procedures Health, Safety & Wellbeing Policy Intellectual Property Created by Staff & Students Policy | IT Acceptable Use Policy Privacy Policy Protected Disclosures Policy and Procedures Statutes, Regulations & Rules Resolution of Student Academic Disputes Statute Accommodation Residential Rules Student Academic Conduct Statute Statute for Student Discipline University of Auckland Campus Rules Conflict Resolution Resolution of Employment Relations Problems Procedures Staff Complaint Process | Student Complaint Process Flowchart New Zealand Legislation Employment Relations Act 2000 Education Act 1989 Harmful Digital Communications Act 2015 Harassment Act 1997 Health and Safety at Work Act 2015 Human Rights Act 1993 New Zealand Bill of Rights Act 1990 Privacy Act 1993 University of Auckland Act 1961 |
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Definitions

Academic Freedom: the freedom of academic staff and students, within the law, to question and test received wisdom, to put forward new ideas and to state controversial or unpopular opinions.

Collegial relationships: cooperation and recognition of interdependence among members creating a supportive and healthy work and study environment.

Conduct: a person's behaviour in a place or situation (including online), including both verbal and physical behaviour.

Environment: refers to physical environments, social and cultural environments, and virtual environments at the University including internet, intranet and social media.

Natural Justice: includes the person complaining or complained about having a fair opportunity to be heard and respond on the matters in issue; and the decision-maker being free from bias or pre-determination.

Respect: showing due regard for the feelings, wishes, or rights of others.

Responsibility: having a duty to deal with something or, having control over someone, or being accountable/to blame for something.

Rule: means any written direction or requirement made by the Council, Senate, any of their Committees, or any authorised person of which notice has been given by publication in the University Calendar, University Policy Hub, or by other means.

Sustainability: working towards sustainable development as outlined by the UN's [Sustainable Development Goals](#).

University community: students, staff, alumni, supporters, the Council, visitors and contractors, when they are on campus, representing or associated with the University and in University-affiliated digital spaces.