

# Code of Conduct

This Code sets out the University's expectations of staff and affiliates regarding their professional and personal conduct. It is intended to promote integrity, ethical behaviour, and to guide individuals' dealings with colleagues, students, the University, and the wider national and international community. The Code stands beside but does not exclude or override any other binding obligations.

The Code has broad application. It applies to all staff and affiliates of the University, regardless of their level or seniority. It covers all circumstances when staff and affiliates are performing work, duties or functions for the University, as well as related activities, such as conferences, travel, and any circumstances when a person is representing the University.

The UNSW 2025 Strategy sets out the overarching strategic priorities and themes that guide staff and affiliates to achieve EXCELLENCE in all that we do:

- A. Academic Excellence
  - 1. Research Quality
  - 2. Educational Excellence
  - 3. Student Experience
- B. Innovation and Engagement
  - 1. Entrepreneurship
  - 2. Partnerships
  - 3. Knowledge Exchange
- C. Social Impact
  - 1. Equity, Diversity and Inclusion
  - 2. Thought Leadership
  - 3. Sustainable Development

1. an obligation to the University in terms of responsible stewardship of its resources and protection of its reputation in the wider community
2. a duty to observe standards of equity and respect in dealing with every member of the University community
3. an obligation to act appropriately when a conflict of interest arises between a staff member or affiliate's own self-interest and their duty to the University.

These obligations are expanded upon in Part B, with reference to relevant University policies and procedures.

## 1. University Resources and Reputation

### Academic Freedom and Free Speech

The University recognises and protects the concept and practice of academic freedom as essential to the proper conduct of teaching, research and scholarship within the University. While academic freedom is a right, it carries with it the duty of academics to use the freedom in a manner consistent with a responsible and honest search for and dissemination of knowledge and truth. Academic freedom is not a defence to poor behaviour or disrespectful treatment of others.

### Public Comment

Staff and affiliates must not make any public comment on behalf of the University or represent themselves as being spokespersons for the University, unless expressly authorised to do so. All public comments of this nature should be coordinated by the appropriate

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