

CODE OF CONDUCT

The Engineering Undergraduate Society Code of Conduct establishes a standard by which we conduct ourselves as members and executives of EUS. Its aim is to help us to aspire to the highest standards of ethical conduct, values and behavioural expectations that are critical in building and maintaining a positive culture. At EUS, we value and promote integrity, respect, accountability, fairness and safety.

SCOPE

The Executive Code of Conduct applies to all Student Executive of EUS while acting in their official capacity.

The Member Code of Conduct applies to all Student Members in their interactions with EUS or at EUS events, including Student Executives. The Member Code of Conduct also applies to any person wearing clothing that could be seen to represent EUS or Affiliated Clubs – this includes club merchandise, badges, or sporting jerseys bearing the name and/or logo of EUS or any of its Affiliated Clubs.

It is an expectation that all EUS volunteers, contractors and other representatives will also act in accordance with this Code of Conduct while undertaking work or activities for or on behalf of EUS.

A breach of the Code of Conduct may be considered misconduct or serious misconduct depending on the circumstances and can result in disciplinary action.

In this document EUS is defined as the UQ Engineering Undergraduate Society and/or its affiliated engineering societies.

THE CODE

Integrity

We value integrity by being transparent, sincere and direct in our actions and intentions.

Our executive will:

- Take a proactive role in EUS' endeavours and activities.
- Communicate clearly and openly with the EUS and University of Queensland (UQ) Communities;
- Cooperative with other members of EUS and the UQ community where it benefits the utility of our members;
- Maintain the integrity, confidentiality and privacy of official EUS information;
- Know when it is appropriate to share information with others inside and outside of EUS;
- Be reliable in taking appropriate action and ensuring that decisions are implemented;
- Take responsibility for our own work and acknowledge the contribution of others;
- Maintain transparency and provide a clear rationale for decisions;
- Admit to our mistakes and work to rectify problems quickly; and,
- Acknowledge the responsibility of our positions and that we are regarded as having expertise, knowledge and skills in our field and area of work.

Members will:

- Be honest and transparent in dealings with EUS;
- Not engage in underhanded activities such as ticket scalping;
- Communicate clearly and openly with the EUS and University of Queensland (UQ) Communities;
- Cooperate with members and executives of EUS in circumstances relating to the societies.

- Cooperative with other members of EUS and the UQ community where it benefits the utility of our members;

Respect

We value respect and regard for individuality, diversity, and treating everyone with courtesy and sensitivity. We promote a collaborative workplace by behaving inclusively and openly and fostering autonomy. We recognise and support people from all ethnic, cultural and social backgrounds, including Indigenous Australians and people living with disability.

Our executive will:

- Behave and communicate courteously, in a manner that does not offend, degrade or humiliate;
- Respect for all creeds (e.g. culture, religion, gender and sexuality) and foster an environment free from all forms of discrimination based on race, age, gender, marital status, religious belief, political affiliation, disability or sexual preference;
- Behave in a professional and appropriate manner as a representative of EUS in all our activities both on and off-campus;
- Treat others with compassion and kindness;
- Promote a culture that does not tolerate bullying or harassment;
- Value people's differences and opinions, choices and approaches;
- Ensure transparent decision making; and,
- Show consideration for the property of EUS, UQ and the property of others.

Members will:

- Behave and communicate courteously, in a manner that does not offend, degrade or humiliate;
- Respect for all creeds (e.g. culture, religion, gender and sexuality) and foster an environment free from all forms of discrimination based on race, age, gender, marital status, religious belief, political affiliation, disability or sexual preference;
- Treat others with compassion and kindness;
- Promote a culture that does not tolerate bullying or harassment;
- Value people's differences and opinions, choices and approaches;
- Show consideration for the property of EUS, UQ and the property of others.

Accountability

We value accountability and take responsibility for our actions, or inactions. This includes an obligation to report, explain and be answerable to the consequences of our actions. We are committed to integrity and hold to account any unethical behaviour or wrongdoing.

Our executive will:

- Comply with any relevant legislative, industrial or administrative requirements.
- Promote good governance and social, economic and environmental sustainability.
- Acknowledge and take responsibility for our actions.
- Be aware of conflicts of interest, real or perceived, and declare and address them to ensure our political views, affiliations or other personal interests do not unduly influence the performance of our duties or obligations.
- Use current and accurate information, data and documentation.
- Perform our duties to the best of our abilities.
- Comply with the principles of health and safety and identify and report all health and safety risks and incidents.
- Only make public comments on behalf of the EUS if authorised.

Members will:

- Comply with any relevant legislative, industrial or administrative requirements.

- Acknowledge and take responsibility for our actions.
- Comply with the principles of health and safety and identify and report all health and safety risks and incidents.

Fairness

We value fairness characterised by openness and impartiality in the conduct of our work, in decision making and in supporting our members. We demonstrate Fairness through mutual respect, constructive interpersonal relationships and honest communication.

Our executive will:

- Be inclusive and treat everyone equitably, consistently and appropriately;
- Be impartial and balanced in decision-making;
- Share and provide information that is accurate, complete and timely;
- Show compassion and make reasonable adjustments when accommodating others' needs;
- Be committed to a workplace that is free from bullying and harassment.

Members will:

- Be inclusive and treat everyone equitably, consistently and appropriately;
- Show compassion and make reasonable adjustments when accommodating others' needs;

Safety

We value safety in all we do. We aim to cause no harm and for all of our members to be comfortable and safe in attending events.

Our executive will:

- Plan events to minimise the risk of harm to members or the public;
- Provide a service to support members who are distressed or hurt during an event;
- Provide medical aid support at events; and
- Engage with authorities to minimise harm should the need arise.

Members will:

- Respect the decisions and judgement of EUS executives or the authorities regarding matters of safety;
- Not act in an aggressive, destructive or harmful way;
- Look after fellow members or attendees at EUS events;
- Notify EUS executives if there is a safety concern or incident; and
- Obey the law and the direction of officers of the law.