



## THE WOMEN'S COLLEGE

*Within the University of Sydney*

### GUIDELINES FOR STUDENT LEADERS

These guidelines have been developed in consultation with elected and appointed student leaders to provide our community with a set of standards of behaviour for student leaders that are consistent with the College's expectations and values, while enhancing the reputation of our Women's community and the enduring, high quality reputation of our College with the academic, alumnae, university, college, corporate and wider stakeholder groups. These guidelines apply to all student leaders in the College, whether elected, selected or employed.

The Women's College is committed to a philosophy of treating all College members in a manner which is equally inclusive, respectful and which promotes their physical and psychological safety. Students in leadership positions must ensure that they behave equitably and fairly in all their dealings with the student body. These guidelines must be adhered to during welcome weeks (induction of new students) and throughout the academic year, and are intended to foster a culture of continuous improvement and cultural renewal at the College.

#### Key Principles

The following principles apply to student leaders:

- It is expected that students adhere to these guidelines at all times, both at Women's College and outside the College (e.g. at another college, within the university and the wider community). Such expectations are to be extended to include appropriate conduct on social media.
- Student leaders have a key responsibility to induct and support students into College life—academically, pastorally and inclusively—so positive friendships and relationships may be formed and students can conduct themselves confidently and safely within the College and university campuses, including at other colleges.
- The College expects leaders to act and communicate with staff and students in a considerate manner which is honest and transparent at all times, and with full disclosure of planned events and activities. Student leaders are encouraged to utilise their staff mentors and/or supervisors for open discussion and feedback regularly to assist them in performing their roles and growing their leadership capabilities and skills.

Ahead of each academic year (or whenever new leaders are appointed), the College will provide training to student leaders in key policies and wellbeing information relative to these guidelines and to promote best practice in their roles.

#### Student Activities

As a general rule, only social activities which promote safe and inclusive interactions are sanctioned by the College. The Principal and members of the College staff will attend events.

- The College maintains a zero tolerance for any hazing behaviours. Hazing can be defined as:

*any action taken or any situation created intentionally that causes embarrassment, harassment or ridicule and risks emotional and/or physical harm to members of a group or team, whether new or not, regardless of the person's willingness to participate.<sup>1</sup>*

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<sup>1</sup> Definition sourced from hazingprevention.org, cited in Broderick & Co., Report to The Women's College on Cultural Renewal, November 2017, p. 14.

Hazing behaviour can include misuse or abuse of power differentials based on hierarchy and social dominance. Such behaviours can take the form of drinking games and rituals involving alcohol and other substances, sleep deprivation, being shouted at or called names (including inappropriate, derogatory and/or humiliating nicknames), and games that humiliate participants. These activities are strictly prohibited. Leaders are expected to role model appropriate behavior and to intervene in, or to report, behaviour which breaches the College's policies.

- Student leaders must ensure all activities are approved by senior staff prior to arrangements being formalised. It should be noted that if activities are not approved in advance and entered into the official College Calendar, they are *not* covered by the College insurances and as a result the student organisers personally carry the risk.
- Leaders are encouraged to plan events which are inclusive of all students. Alcohol free events should be regularly promoted to students and attended by student leaders as a sign of positive role modelling.
- A Student Events Request Form (SERF), including a risk assessment, must be provided for each event at least three weeks before activities are scheduled.
- The College's name and/or branding/crest must not be used in association with any activity without the permission of a senior staff member. Merchandise which bears the College branding must not be tampered with in any way (including tearing, painting, or being worn wet, etc.).
- While leaders should encourage all students to attend and engage in activities and events planned as part of the College calendar, they must allow students' academic commitments to take precedence over College activities and there must never be coercion or pressure to attend. Consideration must also be given to community, cultural and sporting equity when planning for and timing events. This includes the provision in welcome weeks for schedules to align, as far as practicable, with faculty-based activities and information sessions for new students, and for the schedules of students who attend other universities.

### Training

- Student leaders will be provided with appropriate training in areas such as first aid, mental health and wellbeing, sexual misconduct, responsible consumption of alcohol, ethical bystanding and intervention, and the proper and ethical exercise of authority (student power).
- All student leaders will need to be familiar with other College policies relevant to these guidelines and their positions, for example: the Social Media Policy, Student Code of Conduct, Bullying, Harassment and Discrimination Policy, Sexual Misconduct Policy, Grievance Procedures, and Celebration Dinner Guidelines, etc.

### Discipline

Should a student contravene these Guidelines and/or harass, harm or otherwise negatively impact the wellbeing of another student, person or entity, or harm the reputation of The Women's College, that student will have their leadership position and/or their College place suspended or cancelled at the discretion of the Principal.

### Acknowledgement

I, (*print name*) \_\_\_\_\_, have read these guidelines and agree to abide by them. I acknowledge that I am bound by these principles whether I have signed this document or not.

Signed,

Date:        /        /2025

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**Dr Tiffany Donnelly**  
**Principal**

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