

ActivateUTS Code of Conduct (Overnight Trips)

Definitions and Scope

All UTS (University of Technology Sydney) students representing UTS, ActivateUTS or UTS Sport on overnight trips must comply with this Code of Conduct. It covers policies and expected behaviour related to alcohol, anti-sexual harassment, and the penalties for violations.

Overnight Trip: Any approved event/competition/trip organised or attended by ActivateUTS, UTS Sport or any affiliated bodies e.g., Social Clubs, Sport clubs, etc

UTS Representative or UTS Students: A current UTS student who attends an overnight trip, UTS Sport competition (including UniSport Nationals), or any other body affiliated with ActivateUTS or UTS.

Additional Policies: Students taking part in overnight trips must follow additional policies or codes of conduct set by event organisers, accommodation providers, transportation companies, or any other relevant entities. Breaches of these additional policies will be handled with the same seriousness as violations of this code.

Alcohol Policy

ActivateUTS is always committed to the responsible consumption of alcohol. Individuals are encouraged to make an informed and responsible choice as to the level of their alcohol consumption.

- ActivateUTS has an expectation for participants to adhere to responsible drinking practices.
- Students taking prescribed and over the counter medication should consider any side effects or any adverse impacts that the consumption of alcohol may have on those medications.
- Students are not to consume any alcohol during or before a competition. Students showing signs or symptoms of alcohol consumption at competitions or events, as a participant or spectator, will be addressed appropriately by ActivateUTS staff.
- Any student who is unable to take part in any event or competition because of alcohol consumption may be sent home by ActivateUTS staff (at the expense of the individual).

- Students may be sent home because of excessive alcohol consumption, or poor behaviour whilst under the influence of alcohol at the discretion of ActivateUTS staff.
- Students who engage in illegal or inappropriate behaviours e.g., supplying alcohol to minors will be reported for further disciplinary actions.
- ActivateUTS reserves the right to breathalyse students as necessary

Unacceptable Behaviours and Misconduct

It is the expectation all UTS representatives within the ActivateUTS community contribute to a productive, ethical, safe, and equitable environment. This entails recognising personal individual roles in contributing to and maintaining a respectful and inclusive culture.

ActivateUTS prohibits any behaviours, attitudes, or conduct during overnight events that are inconsistent with the ActivateUTS and UTS students' Code of Conduct. Such behaviour will not be tolerated. It is expected that all UTS representatives and attendees will uphold these expected behaviours throughout the event and in their interactions with fellow attendees, staff, leaders, and the wider community. Consequences will be imposed on leaders and attendees who perpetrate, facilitate, engage in, or are bystanders to unacceptable behaviours.

Unacceptable behaviours can include but are not limited to;

- Acting to any capacity that may bring UTS and/or ActivateUTS into disrepute.
- Aggressive or abusive behaviour such as verbal abuse, threatening gestures, actual violence, or assault.
- Antisocial behaviours such as bullying, harassment, intimidation, or stalking.
- Abusive or harassing communication via/or online and in person channels. Including notes, emails, telephone calls, text messages, etc.
- Unwelcome physical contact including that of a sexual, intimate, or threatening nature (please see below for further details on affirmative consent).
- Vilification, ridicule, pranks, and practical jokes, excluding or isolating individuals or practises of a hazing nature.
- Belittling opinions, unreasonable and unconstructive criticism, or direction with ill-intent.
- Involvement with any reprisal made against any person who has made any disclosures under the Protected Disclosures Act, 1994 or other complaint
- Making public comments (either verbal or written) in a private capacity which are attributed as official comment of the University, ActivateUTS or the Club, or using

official Club, University or ActivateUTS stationery for private correspondence or for purposes not related to official duties

- Consuming alcohol unless in approved areas as specified by relevant liquor licensing regulations at approved times.
- Being unduly intoxicated (i.e., disorderly behaviour) at any time during the overnight trip
- Using or supplying any form of illegal drugs.
- Failing to comply with reasonable directions of ActivateUTS staff, or relevant staff at associated with the event/camp/trip (i.e., Accommodation, camp host, Unisport Australia staff etc.).
- Acting in an unlawful manner.
- For Unisport Nationals events: Dressing up in costume, either at social venues or at any playing venues throughout the competition period.

Equity and Sexual Violence Prevention Policy

ActivateUTS aligns itself with UTS in having a zero-tolerance commitment to sexual harm in events, activities, and areas of operation.

Sexual harm occurs when someone does not consent to a sexual act, including sexual assault (where physical contact has been made i.e., sexual intercourse, unsolicited touching) or sexual harassment (where physical contact has not been made i.e., unsolicited digital interactions, flirting, sexual pressures).

Consent must be present every time, including for the duration of any sexual act. Consent to one act does not mean consent is given to any other act. Consent to a sexual act with one person does not mean consent is given to a sexual act with a different person, or with the same person on a different occasion. Consent can be withdrawn at any time. A person must say or do something to communicate consent. Consent can be communicated by words or gestures.

NSW (New South Wales) law recognises some situations where consent is unable to be provided or ascertained, including if the person:

- is unconscious
- is asleep
- is so affected by drugs and alcohol that they are incapable of consenting

- participates in the sexual activity because of force, the fear of force, or the fear of serious harm to themselves or someone else, or because they are, intimidated or coerced into giving consent
- is tricked into participating by serious fraud or is incapable of consenting because of, for example, a cognitive impairment.

A belief in consent is not reasonable if the accused person did not, within a reasonable time before or at the time of the sexual activity, say or do anything to find out whether the other person was consenting.

Any complaints of harassment will be dealt with promptly, seriously, and without victimisation of those involved. If you experience harassment, you should refer the matter to your team manager/camp leader or ActivateUTS staff immediately.

Breaches of the Code of Conduct

Any UTS student involved in an event/trip/competition that is involved in any of the following types of behaviour shall be deemed to be in breach of this Code of Conduct:

Should any individual breach this Code of Conduct there are several penalties that could be incurred. These penalties may include:

1. Official reprimand from ActivateUTS staff.
2. Suspension from the rest of the event/camp/competition and being sent home (at offenders' own cost).
3. Bans from future camps/events/trips.
4. Monetary fines (these will be imposed to repay any damage caused by an individual or team);
5. Total ban from any further ActivateUTS activities.
6. Escalating the matter to the University to take further action.
7. Any other form of penalty deemed appropriate by ActivateUTS staff.
8. If unlawful, conduct will be reported to the police.

Participants Name: _____

Participants Signature: _____

Signed Date: _____

Parent/Guardian Name (*if required*): _____

Parent/Guardian Signature (*if required*): _____

Signed Date: _____

