



Community Code of Conduct

RATIONALE

Marist College Canberra is a Catholic learning community in the Marist traditions of St Marcellin Champagnat. Membership of this College community implies respectful relationships between students, staff, and parents/carers that are founded on our core beliefs. Acceptance, trust, and dignity must therefore be accorded to every member of the College community. Bullying, intimidation, or threats to other persons is counter to our values. All issues related to discrimination, harassment, sexual harassment, and bullying will be dealt with according to established College policies.

Our Respectful Relationships Program at Marist College Canberra aims to promote our college values through inclusive practice to create a culture of relationships that are characterised by dignity, listening, empathy, compassion, and love. They foster a culture of courage that supports freedom, safety, curiosity, inclusion, and justice for all.

PURPOSE

The Community Code of Conduct outlines the principles and expectations that will help us achieve a consistent standard of conduct that is positive, safe and respects the dignity of others. The Code of Conduct applies to all members of the Marist College Canberra Community: students, staff, parents, guardians, relatives, friends, supporters, carers, volunteers, contractors, alumni, and visitors who are expected to understand and adhere to this Code.

CORE PRINCIPLES

The College promotes the following principles as the framework for the Community Code of Conduct:

- All members of the College community have a shared responsibility to value and respect the Catholic identity of the school and the teachings of the Catholic Church;
- All members of the College community, and those with whom the College engages, are to be treated with respect and dignity;
- Responsible membership of the community involves appropriate and active participation in the life of the College;
- Members of the College Community are made aware of their rights and accept responsibility for protecting their rights and the rights of others; and
- Members of the College Community have a responsibility to develop and maintain an environment where conflict and difference can be addressed in a diplomatic and respectful manner.

STANDARDS OF BEHAVIOUR

As a minimum, all members of the College Community are expected to behave with courtesy and consideration towards others in a manner reflective of our Catholic and Marist traditions. Members of the College Community must:

- Accept and comply with all applicable civil laws and College policies/guidelines;
- Demonstrate honesty and integrity;
- Contribute to being a welcoming community for visitors as well as other members of the College Community;
- Respect diversity in people, their ideas and opinions and treat others fairly regardless of their race, ancestry, place of origin, colour, ethnic origin, citizenship, religion, sex, gender identity, sexual orientation, culture, age or disability;

- Value the legal and moral rights of others;
- Protect the good character of others by not engaging in gossip, slander or libel;
- Show proper care and regard for College property and the property of others;
- Take appropriate measures to help those in need;
- Work with the College to deal promptly with areas of concern;
- Acknowledge and affirm success in individual and College achievement; and
- Seek assistance, if necessary, from College staff to resolve conflict cooperatively.

In summary, all members of the College community are to behave with respect, dignity, and civility.

PARENTAL ROLE

Parents and guardians play an important role in the education of their children and have a responsibility to support the efforts of Marist by sharing in the mission of the College to maintain a positive, nurturing and respectful environment for all students. Parents fulfil this responsibility when they:

- Become familiar with the Community Code of Conduct and College Policies.
- Encourage and assist their son in following the standards of behaviour and contribute to the Mission of the College.
- Work with the College when dealing with disciplinary issues concerning their son.
- Show an active but non-invasive interest in their son's schoolwork and progress.
- Communicate regularly, respectfully, and productively with the College.
- Respect and comply with College processes and protocols.
- Discuss issues or concerns about the College, staff, community members, coaches and managers, or students through correct procedures/channels by:
 - Using appropriate lines of communication for any grievance regarding decisions made or actions taken by members of staff or the College in accordance with the Marist College Complaints Handling Policy.
 - Raising genuine grievances in an appropriate, constructive, respectful and timely manner with the utmost care for the well-being of all concerned.
 - Seeking clarification relating to issues rather than making subjective allegations about staff or a community member.
 - Respecting that while the College focuses on the interests and the safety of the individual child, the College must ultimately make decisions that take into account all students and the wider concerns of the community; and
 - Recognising the College also has a responsibility to provide a safe work environment for all staff.
- Demonstrate courtesy, honesty, integrity, and respect in all verbal or written interactions with any member of staff by avoiding:
 - Rude or insulting behaviour, including but not limited to, passive-aggressive behaviour, insulting, disrespectful or defamatory use of language or inappropriately using a raised or loud voice.
 - Accusations based on rumour, innuendo, or hearsay.
 - Inappropriate or intimidatory body language or gestures.
 - Vexatious and malicious comments; and,
 - Behaviour that is a potential psychosocial hazard and may cause risk to a person's well-being or contribute negatively to an unsafe work environment.

CO-CURRICULAR AND SPORTING ACTIVITIES

Marist College is committed to creating and maintaining an environment within the Sport and Co-curricular Programs that is safe, enriching and supportive. Parents and volunteers play an important role in the success of these programs by supporting their child's participation.

When attending sporting events and co-curricular activities, members of the College Community are expected to comply with the following Community Code of Conduct as well as the *Marist Sports Club Code of Conduct*.

RESPONSIBILITY FOR OTHER COMMUNITY MEMBERS

Any parent or member of the College Community who invites a relative, friend, supporter, carer, or other person to be present at co-curricular or social activities held by or for the benefit of the College or its students

must be responsible at all times for that person and ensure they act at all times in a manner consistent with this Community Code of Conduct.

BREACHES OF THE COMMUNITY CODE OF CONDUCT

If a person's conduct does not comply with the Community Code of Conduct or does not meet the above expectations, the College reserves the right to:

- Speak with the individual and offer counsel;
- Issue them with a warning (if required);
- Require the individual to undertake training in relation to their behaviour;
- Ban the individual and/or their child from attending specific College events or co-curricular or sporting activities;
- Ban the individual from being on College grounds;
- Direct the individual to communicate only via certain specific channels (e.g. via email and not in person);
- Direct the individual to communicate only with specific staff members (e.g. the Deputy Headmaster or Headmaster);
- In the case of a serious breach or multiple breaches, question the continued enrolment of the student; and
- Take any other steps at its discretion to determine an appropriate response in accordance with the nature of the breach.

In addition:

- Students in breach of the Community Code of Conduct will be subject to consequences outlined in the College's *Student Code of Conduct and Behaviour Management Policy*; and
- Staff in breach of the Code will be managed in accordance with the *Staff Code of Professional Conduct*.

FURTHER INFORMATION

Further information or assistance about anything contained in this document can be sought from the Deputy Headmaster or the Governance, Risk and Compliance Manager.

RELATED POLICES AND REFERENCES

Staff Code of Professional Conduct

Student Code of Conduct and Behaviour Management Policy

Student Enrolment Policy

Marist Sports Club Code of Conduct

Complaints Handling Policy

Student Policy

POLICY ADMINISTRATION

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