



THE UNIVERSITY  
of ADELAIDE

F 2017/4871

The Honourable Robert S French AC  
Suite 2, Level 13  
Allendale Square  
77 St George's Terrace  
Perth WA 6000

Email [sulcsj@bigpond.com](mailto:sulcsj@bigpond.com)

7 December 2018

Dear Mr French

Thank you for your recent letter dated 29 November 2018 regarding the review of policies supporting freedom of expression and intellectual inquiry in Australian higher education.

I welcome the review and am pleased to provide the attached relevant documentation.

Yours sincerely

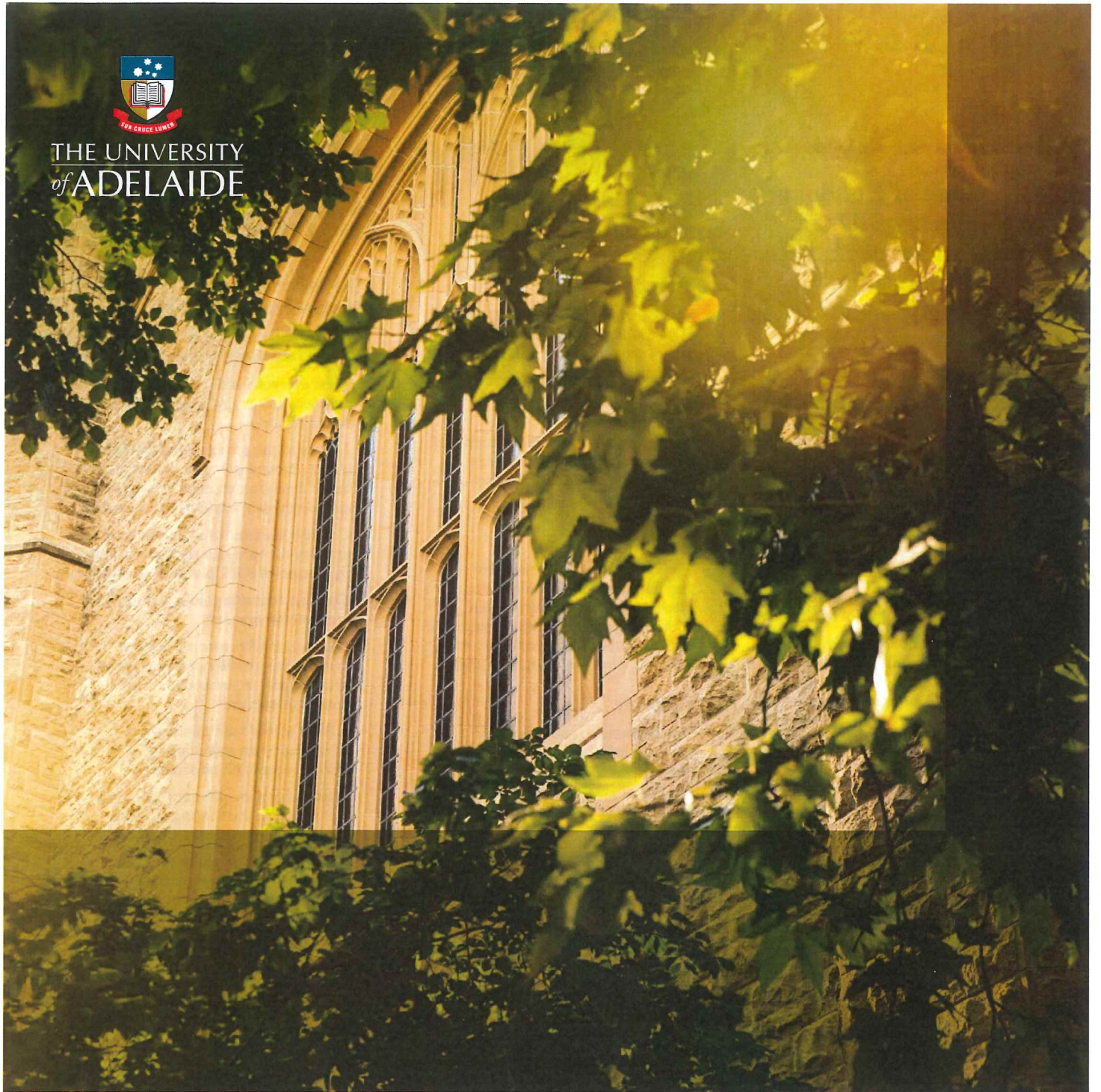
A handwritten signature in black ink, appearing to read 'Pascale Quester', written over a horizontal line.

Professor Pascale Quester  
Acting Vice-Chancellor and President

Attached:       The University of Adelaide *Code of Conduct*  
                  The University of Adelaide *Academic Board Statement of Undue Influence* – website extract  
                  Clause 2.6 of the *University of Adelaide Enterprise Agreement 2017-2021* - extract



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# CODE OF CONDUCT

[adelaide.edu.au](http://adelaide.edu.au)



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The Code of Conduct expresses broadly the values and expectations that are critical in building and maintaining a performance culture within the University of Adelaide to support excellence in teaching and research.

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All University staff are required to comply with the Code of Conduct, including behaving in a respectful way to uphold the University values at all times.

A breach of the Code of Conduct may be considered misconduct or serious misconduct depending on the circumstances. A breach may also result in disciplinary action which may include termination of employment.

If you have any questions about the Code of Conduct or the University values, please contact Human Resources on 8313 1111 or visit [adelaide.edu.au/hr](http://adelaide.edu.au/hr)

# UNIVERSITY VALUES

## Honesty

The University is honest and open in its dealings, and holds itself and others accountable to the highest standards of integrity.

## Respect

The University treats individuals and groups with respect and dignity. Justice and individual rights are respected without prejudice.

## Fairness

The University is fair, objective and unbiased in its approach to teaching, research, business and administration. Freedom of expression is uncompromisingly protected and different views are heard with civility.

## Discovery

The University is dedicated to the intellectual quest; encouraging and supporting free-thinking and free-investigation in the pursuit of knowledge.

## Excellence

The University adopts, implements and celebrates best practice while pursuing excellence. Staff are developed to be leaders in their field to ensure the University remains an institution of international distinction for the community of South Australia.

# CODE OF CONDUCT

## The University Code of Conduct requires staff to:

- Behave with honesty and integrity in all matters connected to their employment
- Treat everyone with respect and courtesy, and refrain from bullying, harassment or discrimination
- Adhere to the principles of natural justice, procedural fairness and merit-based decision making when dealing with employment or administrative matters
- Conduct themselves in a manner that upholds the values, integrity and good reputation of the University at all times
- Conduct themselves in an ethical and professional manner
- Disclose or take reasonable steps to avoid any conflict of interest (real or perceived) in connection with their employment
- Adhere to and maintain privacy principles when collecting or storing records of individuals
- Remain open to collaboration, open dialogue, and the sharing of ideas, theories and practices with others
- Comply with University policy and procedure, and follow reasonable directions from the University
- Comply with all applicable laws in Australia and local laws when travelling overseas
- Comply with the terms and conditions of their contract of employment and/or any other agreements they have entered into with the University
- Use University resources in a responsible manner, and for their proper purpose
- Strive to achieve excellence when executing their job requirements or assigned responsibilities

## The University of Adelaide website extract

<https://www.adelaide.edu.au/governance/uni-committees/council-committees/academic/handbook/>

- **Academic Board Statement on Undue Influence**

Undue influence is when someone, because of their status or position, seeks or is able to derive an outcome that is favourable to them by exerting pressure over staff. That pressure is designed to get staff to act against the University's best interests or their employment obligations.

The University is an independent academic institution and will not be subject to improper pressure or influence in any of its decision making or operations. The University is dedicated to the intellectual quest, encouraging and supporting free-thinking and free-investigation in the pursuit of knowledge.

The University is fair, objective and unbiased in its approach to teaching, research, business and administration. Freedom of expression is uncompromisingly protected and different views are heard with civility.

Staff will not let personal interest, preference, affections, prejudice, or the interests of any person or organisation affect their judgements and decisions. Staff will always be prepared to account for their actions.

Further information:

- [Integrity and Public Accountability website](#)
- [Code of Conduct](#)
- [Conflict of Interest Procedure](#)
- [Fraud and Corruption Control Policy](#)

The Academic Board Statement on Undue Influence was approved by the Academic Board on 7 November 2018.

## **Extract from the University of Adelaide Enterprise Agreement 2017-2021**

### **2.6 Academic Freedom and Staff Rights**

#### **2.6.1 ACADEMIC FREEDOM**

The University is committed to the preservation and protection of the scholarly values of Academic Freedom. Academic Freedom means the freedom of academic staff members to engage in critical enquiry, intellectual discourse and public controversy without fear or favour but does not include the right to harass, intimidate, vilify or to maliciously damage the reputation of the University.

#### **2.6.2 STAFF RIGHTS**

The University acknowledges that all staff members, without fear of discrimination, are entitled to express freely their opinion about the institution or system in which they work, provided that such free expression does not include the right to harass, intimidate, vilify or to maliciously damage the reputation of the University.

This includes freedom from institutional censorship and freedom to participate in professional or representative bodies or associations.