



Burgmann Community Standards

Every community has community standards, written or unwritten, and the ANU and Burgmann College are no exception. These standards do not attempt to provide an exhaustive list of rules. Instead, they offer a simple and clear statement of expectations for community members to allow all to participate comfortably and contribute meaningfully to the experience of community and connection that is residential life. The College acknowledges that Burgmann is an environment where residents are continually developing, recognising that growth comes with mistakes. It is committed to fostering an atmosphere of support, education and accountability. As such, Burgmann community members are expected to attend regular training to stay up to date on the community standards. The following standards reflect the Burgmann's three core values of **Respect, Inclusivity, and Egalitarianism**, and apply at all times.

1. Rights and Responsibilities

- 1.1 Ensure that you are aware of and act in accordance with the Burgmann policies and procedures concerning your rights and responsibilities as a member of the College community.
- 1.2 Ensure that you are aware of the Burgmann College Whole-of-Organisation Approach to Preventing and Responding to Gender-based Violence and the Burgmann College Gender-based Violence Prevention and Response Policy and Procedures in accordance with the National Higher Education Code to Prevent and Respond to Gender-based Violence (The National Code).
- 1.3 Burgmann is not a closed community, and all residents are expected to observe, familiarise themselves with, and adhere to the ANU's expectations, policies, and procedures as well as those of society at large.
- 1.4 With regards to disciplinary measures, Burgmann views any breach of community standards as potentially affecting the individual's compliance with their residential contract (Section 5). This complements your responsibilities to both the ANU and broader community.

2. Standards of Community Conduct

It is expected that as a member of the Burgmann College Community you will:

- 2.1 Refrain from engaging in actions that might reasonably be thought to cause offence to or infringe upon the rights and freedoms of another person.
- 2.2 Treat all members of the community with fairness, respect, and courtesy. All residents share the responsibility of promoting a safe and respectful community. You must not



engage in any form of harassment, violent behaviour, vilification, coercion or criminal activity.

- 2.3 Accept and celebrate diversity within the Burgmann Community, ensuring individuals of any race, gender, religion, or sexual alignment feel welcome. Discrimination on any grounds is unacceptable.
- 2.4 Not engage in Gender-based Violence including Sexual Harm and contribute to Burgmann College being a safe and respectful community.
- 2.5 Attend comprehensive and ongoing training for residents. This includes training in relation to the prevention of and responding to Gender-based Violence and all training prescribed under The National Code including Ethical Bystander intervention.
- 2.6 Respect and value the diverse opinions, beliefs, and background of others, fostering an environment of understanding and inclusivity without judgement.
- 2.7 Act as a positive member of the Burgmann Community by modelling good behaviour and challenging inappropriate behaviour by 'Calling It Out' or 'Calling It In'.

Contribute to the 'Opt In' culture of Burgmann College, ensuring that residents can make decisions free of peer pressure. There is no place for intimidation or any form of hazing .

- 2.8 Respect the privacy and personal boundaries of others, refraining from inappropriate talk, gossip or behaviour that undermines respect and trust.
- 2.9 Treat the staff of Burgmann College with respect and understanding, demonstrating courtesy in all forms of communication with staff, volunteers, and council members.
- 2.10 Refrain from engaging in the possession, use, or distribution of illegal, harmful, or dangerous items, including but not limited to drugs, weapons, and other prohibited substances.
- 2.11 Mindfully adhere to the College's Alcohol Guidelines, recognising that the standards of conduct remain applicable at all times, both on and off College premises. Being under the influence of alcohol or drugs is not an acceptable excuse for breaches of community standards.
- 2.12 Appropriately use and respect the College grounds, acting with honesty and integrity in the event of damage to property. Disruptive behaviour, excessive noise, undue mess, vandalism, smoking offences, fire safety offences, and misuse of safety equipment or computers are not appropriate.
- 2.13 Contribute to the safety and security of College grounds. Theft, possession of stolen property, unauthorised use of property, aiding and abetting, forcible entry or trespass is not acceptable.
- 2.14 Acknowledging close residential proximity of the, respect the health and safety of the community by adhering to public health standards, requirements and guidelines, for example the requirements related to the COVID19 pandemic.
- 2.15 For Residents, maintain accountability for your studies, understanding that learning is a central purpose of your time at ANU and Burgmann College.
- 2.16 Always conduct yourself with honesty and integrity. Learn from and take responsibility for mistakes, seeking help when required.

3. Policy Review and Approval



This Policy & Procedure will be reviewed annually to ensure its effectiveness, relevance and compliance with best practices.

This Policy must be approved by the College's Board of Management before any amendments or updates are finalised, and is to be reviewed by the BRA President and accompanying Leadership Team prior to the commencement of the Academic year.

Approved By	Date Approved	Next Review Date
Board of Management	[Date of Approval]	[Next Review Date]

Glossary

'Calling In'	Means acting as an Ethical Bystander in approachingAddressing behaviour that appears to be in breach of community standards privately and aside from a larger group that the behaviour may have affected.
'Calling Out'	Addressing Means acting as an Ethical Bystander in approaching a resident's behaviour that appears to be in breach of community standards in a manner that immediately and explicitly highlights the breach and harm caused. This occurs at the time of the behaviour, often in a public space or around others the breach may have affected.
'Opt In' Culture	Means the expectation that residents affirmatively consent to participate in activities at the College, and that they are not automatically included without their explicit agreement. This emphasises individual choice rather than obligation and empowers the personal boundaries of each resident.
Ethical Bystander	Means a person who witnesses an event that is disrespectful or harmful and chooses to intervene in a way that is safe and effective.
Gender-based Violence	Means any form of physical or non-physical violence, harassment, abuse or threats, based on gender, that results in, or is likely to result in, harm, coercion, control, fear or deprivation of liberty or autonomy. Any unwanted behaviour of a sexual nature. Sexual harm includes sexual assault, rape, sexual harassment, sex-based harassment



	and any other unwelcomed sexual behaviour, whether online or in person. The harm may result in a person feeling uncomfortable, frightened, distressed, intimidated, or harmed either physically or psychologically.
Hazing	Means any activity imposed as a condition of recruitment, admission, affiliation or continued participation in a group that humiliates, degrades, abuses or endangers an individual, regardless of their consent or willingness to participate.
Sexual Harm	Means any unwanted behaviour of a sexual nature. Sexual harm includes sexual assault, rape, sexual harassment, sex-based harassment and any other unwanted sexual behaviour, whether online or in person. The harm may result in a person feeling uncomfortable, frightened, distressed, intimidated, or harmed either physically or psychologically

