



## 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 residents 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, residents 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 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.
- 1.3 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 impact the wellbeing 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 Respect and value the diverse opinions, beliefs, and background of others, fostering an environment of understanding and inclusivity without judgement.



- 2.5 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'.
- 2.6 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.
- 2.7 Adhere to the Sexual Harm Response Policy and Procedures, fostering a culture of consent, respect and accountability and refraining from any form of sexual harm. Any behaviour that compromises consent, dignity or personal safety is unacceptable and will not be tolerated.
- 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 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	17 April 2025	No later than April 2026

## Glossary

Sexual Harm	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.
'Calling Out'	Addressing 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.
'Calling In'	Addressing behaviour that appears to be in breach of community standards privately and aside from a larger group that the behaviour may have affected.
'Opt In' Culture	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.
Hazing	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.

