

# USU AFFILIATED STUDENT GROUPS CODE OF CONDUCT 2026

**DRAFTED BY:** Governance Officer

**DATE PREPARED:** March 2026

**APPROVED BY BOARD ON:**

**VERSION:** XX

**EFFECTIVE DATE:** XX

**SCHEDULED REVIEW DATE:** XXX

This Code is adopted by USU Student Union Ltd as a company limited by guarantee and ACNC-registered charity and must be read subject to the USU Constitution and USU Regulations.

## PURPOSE

The purpose of this Code is to:

- (1) set out the principles for USU affiliated student groups
- (2) explain the expectations of affiliated student groups to create a productive and safe environment for co-curricular engagement.

This Code is to be interpreted consistently with the objects and governance obligations of USU Student Union Ltd, including the Corporations Act 2001 (Cth) and ACNC Governance Standards.

## SCOPE

This code applies to:

- (a) USU Members, USU Workers and Guests that relate to activities run by the USU and its affiliated student groups, including but not limited to clubs, revues, The Debating Society, cultural partners
- (b) any USU related conduct, event, function or activities

This policy must be read in conjunction with USU Bullying, Harassment and Discrimination Policy (Student Groups) 2021; USU Sexual Misconduct and Sexual Harassment Policy 2021; USU Complaints and Discipline Procedure (Student Groups) 2021,; and where applicable: Club Agreement; Clubs Handbook; Debates Committee Guidelines and Procedures; Revues Handbook

## DEFINITIONS

<b>USU</b>	University of Sydney Union, a non-profit organisation and affiliate of the University of Sydney
<b>Affiliated Student Group</b>	A community of students, alumni, or associates of the University of Sydney with a formalised structure that have a recognised affiliation arrangement with the USU
<b>Member</b>	A member may refer to a registered member of the USU, and/or a member of a specific affiliated student group

<b>USU Worker</b>	USU employees, contractors, outworkers, apprentices, work experience students and volunteers.
<b>Guests/Affiliates</b>	Participants in Group activities who may not be official members of that group or the USU e.g., Sponsors, speakers, event attendees, USU staff
<b>Executive/Committee</b>	Governing members of an Affiliated Student Group
<b>Complaint Groups) 2021</b>	means as defined in the Complaints and Discipline Procedure (Student
<b>Constitution</b>	Constitution means the Constitution of USU Student Union Ltd
<b>Regulations</b>	Regulations means the USU Regulations made under the Constitution

## PRINCIPLES

This Code is underpinned by the USU Mission and must be applied consistently with the Company's charitable purpose and governance framework:

Celebrate the diversity of our communities and engage with them to deliver inclusive programs, events, and services in our safe and welcoming spaces.

## EXPECTATIONS OF USU STUDENT GROUPS

Members and Guests of Affiliated Student Groups and USU Workers have a right to:

- (a) be treated with respect regardless of age, gender, gender identity, sexuality, race, culture, nationality, social origin, physical or mental disability, family or carer responsibilities, pregnancy, or religion
- (b) participate in activities in a safe environment
- (c) attend and participate in group events
- (d) voice their opinions, requirements, and suggestions to the group's governing body.

The USU expects the following personal conduct from Members and Guests of Affiliated Student Groups including its Executive/Committees, Members, Guests:

- (a) treat others with dignity and respect regardless of age, gender, gender identity, sexuality, race, culture, nationality, social origin, physical or mental disability, family or carer responsibilities, pregnancy, or religion
- (b) provide an environment that does not compromise the health safety or welfare of its members or others
- (c) act honestly, courteously, and ethically in all dealings with the USU and members of its community
- (d) avoid bullying, harassment or discriminatory behavior, including on social media

***Note: See the USU Bullying, Harassment and Discrimination Policy (Student Groups 2021; USU Sexual Misconduct and Sexual Harassment Policy 2021***

- (e) maintain a cooperative and collaborative approach to relationships with USU staff
- (f) use USU resources equitably, responsibly and with sensitivity to the needs of others, and without impeding access or use by others, in accordance with governance, financial and risk management frameworks approved by the Board
- (g) support freedom of speech for members, guests, and affiliates
- (h) abide by all relevant USU policies, procedures, guidelines, and handbooks including those made under the Constitution and USU Regulations
- (i) report any breaches of conduct to the USU in accordance with governance and disciplinary frameworks approved under the Constitution

***Note: See the USU Complaints and Discipline Procedure (Student Groups) 2021***

- (j) pay any fees in relation to events or offerings to which that member has committed

(k) maintain privacy and confidentiality concerning records, documentation and any other communication containing a member's personal information according to the relevant USU policies and procedures

(l) observe all University of Sydney by-laws, rules, and policies, which are available at <http://sydney.edu.au/policies/>

(m) not act in any way which in the opinion of the USU may bring the USU or University into disrepute, consistent with obligations under the Constitution and applicable governance frameworks

### **Governance**

Responsibility for oversight of this Code rests with management under the direction of the Board of USU Student Union Ltd

### **Approvals Process**

Policies and Codes (including this Code of Conduct) must be approved by the Board of USU Student Union Ltd in accordance with the Constitution and any applicable delegations framework

### **Record of Approvals**

Maintained in accordance with corporate governance and ACNC record-keeping obligations

## **AMENDMENT HISTORY**

Provision	Amendment	Commencing
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