

Luther College Student Code of Conduct

1. Rationale

- 1.1. Luther College (“the College”) is a School of the Lutheran Church of Australia. As a Christian school, it endeavours to create a climate of mutual acceptance, care, love, dignity, respect and support for each member of the community regardless of race, gender, sexual orientation or beliefs. The College aims to ensure that each community member enjoys a safe, healthy and respectful environment.
- 1.2. This Code of Conduct clarifies and affirms the College’s expectation of appropriate student behaviour and sets out the way in which the College requires students to conduct themselves when attending the College campus, participating in College activities and communicating with members of our community including other students, staff, contractors, visitors to the College, volunteers, neighbours and other community members (herein after referred to as Community Members) and is not limited to the College site, or the College hours. The Code of Conduct applies whilst representing the College whether formally or otherwise (including at all times when wearing the College uniform).
- 1.3. Students are expected to uphold the College’s core values of service, community, excellence and integrity at all times.
- 1.4. The College is committed to working in partnership with students to support their learning in a manner consistent with the College’s core values and providing understanding of the common behaviours required to enable this to occur.

2. Introduction

- 2.1. The College is committed to ensuring a safe and harmonious environment of learning and community. We aim to provide an open, welcoming, inclusive and safe environment for all Community Members.
- 2.2. Students should understand that there are consequences which flow from all behaviours. Consequences of student behaviours which are unacceptable to the well-being of the College community can include verbal reminders, warnings, additional duties, detentions, suspension and expulsion. In addition, consultation with parents and student counselling may be required. A breach of this Student Code of Conduct may also require the College to implement its Behaviour Management Policy. When considering a breach of the Code of Conduct, the College aims at all times to be fair and consistent whilst appreciating that every situation also needs to be judged on its own merits.
- 2.3. All members of the College community are encouraged to accept responsibility for their own actions, consider their behaviour towards others, and respect authority. The College community's expectations about standards of behaviour are drawn from the Lutheran teachings on which the College is founded.
- 2.4. This Code of Conduct is intended to provide a set of general principles and guidelines to guide students in their interaction with staff, other students, parents and the wider College community. It applies to all students currently enrolled at the College, herein after referred to as “Students”.

3. Acceptable Conduct

- 3.1. Students are expected to:

Luther College Student Code of Conduct

- 3.1.1. accept the authority of each staff member and accept that each staff member has the right to implement the College's policies and to impose appropriate consequences when the student's behaviour is unacceptable;
- 3.1.2. accept and respect the equal rights of every other student and members of the entire College community;
- 3.1.3. accept the right of every other student to attend the College in safety and security, free from bullying and harassment;
- 3.1.4. work in partnership with the College to support positive student learning outcomes and academic achievement;
- 3.1.5. support the Christian ethos of the College and support the various policies, procedures and programs of the College;
- 3.1.6. seek to understand and accept the responsibility for their actions and hence learn to develop self-discipline, accepting that they are personally responsible for their actions;
- 3.1.7. attend all their classes as scheduled;
- 3.1.8. be prepared for, and participate in, all classes and activities of the College in which they are involved, including listening respectfully in the classroom and when attending Chapel and any kind of College assembly, activity, presentation, class event, or public meeting;
- 3.1.9. care for their own property, the property of others and the College, and the natural environment;
- 3.1.10. follow all policies, procedures and expectations of the College as directed including but not limited to the safety policies and procedures, the Privacy Policy and the Behaviour Management Policy and Procedures;
- 3.1.11. accept that they have a right to express their feelings or opinions and that all other Students also have an equal right to express their feelings or opinions, but that this expression must not involve the deliberate loss of dignity of any other individual;
- 3.1.12. speak to other Students, staff, contractors, visitors to the College, volunteers and other community members with courtesy and respect and respect the privacy of, Community Members;
- 3.1.13. wear the College uniform well, at the College, to and from the College and at all College events when required.

4. Unacceptable Conduct

4.1. Students must not:

- 4.1.1. use violence of any kind at any time;
- 4.1.2. intimidate, undermine, threaten, bully or harass Community Members;
- 4.1.3. smoke or vape at College, while travelling to and from College, while in College uniform or while involved in College activities off the campus;
- 4.1.4. have unsafe, dangerous or inappropriate equipment, materials or tools in their possession that could be used as weapons either at College, while travelling to and from College, while in College uniform or while involved in College activities off the campus. Students are not to have laser pointers in their possession at any time.
- 4.1.5. post a photo or video recording of another Community Member on social media without consent or disclose the personal details of a Student to another person without consent;
- 4.1.6. consume or have in their possession alcoholic beverages, use or have in their possession illicit drugs and related substances or engage in any activity which is in breach of applicable laws or regulations including laws relating to unlawful discrimination while at College, in College uniform or engaged in College activities.

Luther College Student Code of Conduct

A breach of this rule will be treated as a most serious offence, and offending Students may face expulsion from the College.

5. Acceptable Use of Technology

- 5.1. Students recognise the potential for damage to be caused, directly or indirectly, to the College and others as a result of their personal use of social media especially in circumstances when they can be identified as a Student of the College.
- 5.2. Student behaviour when engaging in any activity with computers, mobile devices or their networks must be consistent with the values and expectations of the College. The privacy of Students, staff and parents must be recognised and respected at all times.
- 5.3. The electronic sharing of inappropriate or explicit material either personal, or involving another person (people), is expressly forbidden and is a breach of the law.
- 5.4. Students must abide by the Acceptable Use of Technology Protocols.
- 5.5. When using social media, Students must:
 - 5.5.1. respect a person's personal environment and must not harass other people online;
 - 5.5.2. act with integrity;
 - 5.5.3. make reasonable efforts to ensure that they comply with the College's Social Media Policy;
 - 5.5.4. be respectful to all Community Members;
 - 5.5.5. not create accounts that hold themselves out to be affiliated with the College or authorised to speak or act on the College's behalf;
 - 5.5.6. not use any platform to bully, intimidate or harass any other person;
 - 5.5.7. never reveal confidential information relating to the College, or any other Community Member.
- 5.6. Students must not post on social media defamatory, offensive, inappropriate or other material that may damage the reputation of the College. This includes not disparaging the College's Christian teaching or acting in a manner which is disrespectful or contradictory to the College's Christian ethos. Students understand that without prejudice to its other rights, the College may remove or report to the eSafety Commissioner any post on social media that breaches this requirement.

6. Complaint Process

- 6.1. When making a complaint to the College, Students are required to behave in a respectful manner consistent with the Student Code of Conduct.
- 6.2. In the first instance, the Student should act to resolve a minor complaint by discussing the matter with the staff member concerned. If the Student does not feel they can raise the matter directly with the staff member concerned, they may approach their Home Group Counsellor, House Coordinator, Assistant House Coordinator, a College Pastor or a College Counsellor.
- 6.3. If a resolution is not achieved in the first instance, the matter should be referred to the appropriate member of staff, as indicated in Managing Complaints and Grievances Procedures.
- 6.4. Students will not use social media to voice grievances about the College.

7. Consequences of a Breach

- 7.1. A breach, or suspected breach, will be investigated in a manner consistent with the College's Behaviour Management Policy and/or Managing Complaints and Grievances Policy and Procedures.

Luther College Student Code of Conduct

- 7.2. If satisfied that a breach has occurred, the College will implement disciplinary action in a manner consistent with the College's Behaviour Management Policy.
- 7.3. The College reserves the right to vary disciplinary procedures for a breach or suspected breach by weighing the interests of individual Students against those of the wider College community.
- 7.4. If a respondent or their parents are unhappy in the application of this Code, they should raise the issue in accordance with the procedure set out in the College's Managing Complaints and Grievances Policy.
- 7.5. Any Community Member may notify a staff member of a possible breach of the Student Code of Conduct.
- 7.6. The College may be required to immediately or subsequently suspend or expel a Student if it is determined that the seriousness of the behaviour warrants such a response.
- 7.7. The College or its representatives may inform or otherwise cooperate with the Police, Department of Human and Health Services and/or any relevant governmental or semi-governmental authority in cases of breaches of the Student Code of Conduct involving a breach of the law. Breaches may be required to be reported by law or may be reported when otherwise deemed to be reasonably appropriate by the College.

8. Related Policies and Procedures

- 8.1. Enrolment Agreement;
- 8.2. Parent Code of Conduct;
- 8.3. Managing Complaints and Grievances Policy and Procedures;
- 8.4. Behaviour Management Policy and Procedures;
- 8.5. Privacy Policy;
- 8.6. Child Safety Code of Conduct;
- 8.7. Child Protection and Safety Policy.

9. Review

This document will be reviewed every three years, or as required by legislation.

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