University Resident Conduct Policy

Section 1 - Preamble

(1) Charles Darwin University ('CDU', 'the University') endeavours to provide a safe and secure residential community environment which is conducive to academic achievement and intellectual enquiry. Each residential complex houses a diverse mix of residents from various socio-cultural backgrounds and encourages living in harmony and being academically and socially successful.

(2) The University residences promote high standards of personal conduct and behaviour of its residents and guests at all times. Residents and guests who are visiting or using the facilities of a University residence are expected to display respectful, mature, courteous, and considerate behaviours towards others, and should act in such a way as to cause no offence, inconvenience, harm or disturbance to any other resident, employee or any neighbour of the residence.

Section 2 - Purpose

(3) This policy outlines the standards of behaviour expected for individuals staying in University residences.

Section 3 - Scope

(4) This policy applies to students, employees and other persons who may from time to time reside in University owned, operated or managed accommodation.

(5) Allegations of gender-based violence, including sexual violence in University owned, operated or managed residences are handled in accordance with the Gender-Based Violence Prevention Policy and the Gender-Based Violence Response Procedure.

(6) Allegations of gender-based violence, including sexual violence in CDU affiliated accommodation will be handled in accordance with the affiliated provider's gender-based violence policies and procedures.

(7) Employees who enter a residential agreement with the University in accordance with the terms of their employment must also act in accordance with the Employee Housing Policy.

Section 4 - Policy

(8) The University Residences are a living, study and work environment and all staff, residents and guests have the right to:

a. be treated respectfully, courteously, and fairly;
b. the peaceful use of living spaces and shared common areas;
c. privacy and to have their personal property respected;
d. a safe and respectful environment, that is free from acts of harassment, intimidation, discrimination, bullying or harmful behaviour; and

e. have any concerns or complaints considered fairly, transparently, and in a timely manner.

(9) The University expects individuals who may be using University residences, facilities, and services or who are participating in other University activities within accommodation facilities at all times to:

a. be responsible for their actions and behave in a manner that complies with this document, and all other relevant governance documents, including the:
    i. Charles Darwin University (Student Residence) By-laws;
    ii. local conduct guidelines and terms and conditions of residency specific to each accommodation site;
    iii. the Code of Conduct - Employees and Code of Conduct - Students as applicable;
    iv. the Alcohol, Drugs and Other Substances Policy;
    v. the Information and Communication Technologies Acceptable Use Policy; and
    vi. the Social Media Policy.
b. comply with State, Territory and Commonwealth laws as applicable;
c. comply with all reasonable directions of University and residence employees and security;
d. refrain from conduct that may be detrimental to the reputation of the University or the orderly and safe functioning of the University and its activities, including behaviour that could be perceived as harassment, intimidation, discrimination on any basis, bullying or threatening in any other way;
e. avoid any wilful damage, theft, improper or unauthorised use of the University's facilities, premises, resources or information, or the property of any other person who is residing at, visiting, or using the University Residence;
f. resolve community living issues in a mature way; and
g. support the physical and psycho social safety and emotional well-being of all residents, guests, and visitors by discouraging and/or reporting any behaviour contrary to this.

(10) Compliance with this policy is a condition of residing at any University residence and visitors and guests are also expected to comply with this document.

a. Residents must accompany any invited guests who are visiting a University residence at all times and will be responsible for the actions of their guests.

(11) Any breaches of this policy may result in engagement of the relevant law enforcement authority, such as the Police. Action may also be taken through other channels such as the Northern Territory Civil and Administrative Tribunal or other state equivalent. Residents who are students or employees of the CDU may also have penalties applied under the Code of Conduct - Students, the Code of Conduct - Employees, and the Charles Darwin University Enterprise Bargaining Agreement 2025, which may include exclusion from the University.

a. International students who are found guilty of misconduct may have their enrolment cancelled under the Enrolment Policy.

Additional requirements for employees managing residences

(12) In accordance with the National Higher Education Code to Prevent and Respond to Gender Based Violence 2025 (the National Code), employees of directly owned, operated or managed accommodation where students may reside must declare any existing or previous intimate personal relationship with a resident of University accommodation via the Conflict of Interest eform. This may result in implementation of a conflict management plan, and in turn may impact a person's suitability to continue in the position.

(13) All employees of directly owned, operated or managed accommodation where students may reside have additional obligations in accordance with the National Code. They must:

a. declare whether they have been investigated for an allegation of gender-based violence, or determined to have engaged in conduct that constitutes gender-based violence during the course of their previous employment, or are otherwise in a legal process.

(14) Investigations where gender-based violence is substantiated, or investigations which remain ongoing may impact a person's suitability to continue in the position and their eligibility for future promotion or recognition as prescribed in the National Code.

Managing unacceptable behaviour

(15) Employees have the right to refuse further interaction with a resident until more courteous and respectful behaviour is displayed.

(16) Where safe to do so, employees will address the unacceptable behaviour of a resident by:

a. directing the individual to stop the behaviour and/or leave the location of the activity or facility where the unacceptable behaviour is occurring; or
b. contacting a supervisor, another employee or Security for assistance in managing the situation.

(17) In volatile, dangerous, or unstable situations, it may be necessary to seek an interim suspension of a resident to avert:

a. threat of/or injury to the resident and/or others;
b. threat or risk of self-harm;
c. damage to property;
d. serious disruption of a University activity; and
e. serious disruption to the comfortable, quiet living of others.

(18) Students can access various support options at Student Support Services and employees at Employee Assistance Program

Retention of documentation

(19) All Records relating to investigations of misconduct and/or requests for review will be kept separately from Academic Records.

(20) Files will be disposed of according to the relevant University Retention and Disposal Schedules.

Section 5 - Non-Compliance

(21) Non-compliance with Governance Documents is considered a breach of the Code of Conduct – Staff or the Code of Conduct – Students, as applicable, and is treated seriously by the University. Reports of concerns about non-compliance will be managed in accordance with the applicable disciplinary procedures outlined in the Charles Darwin University and Union Enterprise Agreement 2025 and the Code of Conduct – Students.

(22) Complaints may be raised in accordance with the Complaints Policy - Students and Complaints and Grievance Policy and Procedure - Employees.

(23) All staff members have an individual responsibility to raise any suspicion, allegation or report of fraud or corruption in accordance with the Fraud and Corruption Control Policy and Whistleblower Reporting (Improper Conduct) Procedure.

Status and Details

Status	Current
Effective Date	18th December 2025
Review Date	18th December 2028
Approval Authority	Vice-Chancellor
Approval Date	17th December 2025
Expiry Date	Not Applicable
Responsible Executive	Louise King Provost
Implementation Officer	Louise King Provost
Enquiries Contact	Matthew Giakoumatos Policy and Governance Officer 08 8946 7383 Students

Glossary Terms and Definitions

"Resident" - In the context of the University Resident Conduct Policy, a resident means a student of the University or other person who is residing in a University residence from time to time.

"University activity" - In the context of the University Resident Conduct Policy, university activity means resident involvement, engagement, or representation of a University residence in any physical or virtual activity, game, competition, event, including a club or entity affiliated or associated with the University or residence.

"University residence" - University residence means any hall, residence, or accommodation facility established or managed by the University from time to time.

"Exclusion" - In the context of the University Resident Conduct Policy, exclusion means a person is denied access to or use of the University's residential services or facilities for a specified period of time, and/or participation in a specified residential activity or event.

"Gender-based violence" - 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. Gender-based violence includes many acts of violence that are based on gender, and might include physical violence or abuse; sexual violence, abuse or harassment; sex-based harassment; emotional or psychological abuse; verbal abuse or threats; economic or financial abuse; stalking or monitoring; intimate partner violence; family and domestic violence; technology-facilitated abuse; coercive control; sexual trafficking; reproductive coercion; female genital mutilation; forced medical interventions; forced marriage; and/or a pattern or patterns of abusive behaviour. Intimate relationships where one person has supervisory, oversight, academic, or other decision-making responsibilities in relation to the other person can amplify or give rise to gender-based violence, including relationships that are or appear to be consensual.