Briefing Paper 2: Code of Conduct Development

The Code of Conduct for staff defines how RMIT's values are demonstrated in the day to day activities of the University, and outlines the standards of behaviour expected by all members of the RMIT staff community.

The Code’s five guiding principles are:
- Respecting others
- Behaving professionally
- Avoiding conflict of interest
- Using university resources
- Recognising intellectual freedom

www.rmit.edu.au/policies/codeofconduct

The new Code of Conduct was approved by VCE 2 December 2010.

- The Code of Conduct for Staff replaces RMIT’s Code of Ethics, which was developed in 1995
- 36 Australian University’s code of conduct was reviewed, including public and private Australian organisations.
- Following development of an initial draft, a thorough consultation process was undertaken from September to November 2010.
- The Code of Conduct for Staff is consistent with RMIT’s policies and complies with legislation, RMIT’s Workplace Agreements, regulations, standards and community expectations.
- The Code of Conduct provides a framework of positive behaviour and practice

The Code of Conduct was launched on Friday 11 March 2011

- Electronic communications were sent to all staff and managers launching the Code of Conduct
- Each staff member of the University received a detailed brochure - Know the Code
- Regular notices in RMIT’s Staff Newsletter
- Posters were provided to local areas to put up in staff areas
- HR Managers undertook briefings across the University with a presentation familiarising staff and managers with the use of the Code
- Further training will be conducted for managers in September supporting skill development in behavioural feedback
- HR managers continue to provide coaching to managers around the use of the Code of Conduct