

The ANU Observer
Code of Conduct Policy

1. Introduction

- 1.1. Officers of Observer will abide by this code in the fulfillment of their duties with Observer subject to the Constitution and in their personal lives where said conduct will bring Observer into disrepute. The code is binding on all Officers.
- 1.2. The interpretation and enforcement of this policy shall be covered under the grievances policy.
- 1.3. Officers of Observer as well as members can bring disputes under this policy.

2. General Principles

- 2.1. Officers will be courteous and considerate in their conduct.
- 2.2. Officers will conduct themselves in the spirit of Observer.

3. Discriminatory Conduct

- 3.1. Officers will not engage in discriminatory conduct in the course of their duties.
- 3.2. Discriminatory conduct constitutes the unfavourable treatment of a person or group of people on the basis of such categories including, but not limited to;
 - 3.2.1. Race
 - 3.2.2. Nationality
 - 3.2.3. Gender
 - 3.2.4. Sexual Orientation
 - 3.2.5. Religion
 - 3.2.6. Disability
 - 3.2.7. Degree
 - 3.2.8. Residence Status
- 3.3. Duties where the conduct of Officers of Observer must be inclusive and not discriminatory include, but are not limited to:
 - 3.3.1. Hiring
 - 3.3.2. Elections
 - 3.3.3. Practice of news reporting & treatment of sources
 - 3.3.4. Conduct of Officers online
 - 3.3.5. Internal operation and administration.
- 3.4. Discriminatory conduct will not include;
 - 3.4.1. Fair and reasonable responses to a person's behaviour
 - 3.4.2. Such affirmative action as is determined desirable by the Council, where such action is fair and reasonable.

- 3.5. Representative bodies are not groups of people for the purposes of this policy in and of themselves, although the group they represent may be.

4. Harassment and Threatening Behaviour

- 4.1. Officers will not engage in Harassment in the course of their duties.
- 4.2. Harassment constitutes;
- 4.2.1. The use of intimidating, forceful, threatening or unduly aggressive behaviour whether by, and not limited to;
- 4.2.1.1. Online Messages
- 4.2.1.2. Verbal Communication
- 4.2.1.3. Implied threats/harassment
- 4.2.1.4. Physical Harassment or Violence
- 4.2.1.5. Sexual Harassment or Violence
- 4.2.2. Behaviour that is insulting, threatening, or otherwise damaging of the well-being of an individual.
- 4.2.3. The exploitation of a power imbalance between the Officer and another person.
- 4.2.3.1. Where an intimate relationship exists between a person and an Officer to whom they are subordinate or answerable, there will be a presumption that the actions of the Officer in authority were improper. The presumption can be rebutted where facts indicate that the power imbalance was not exploited.
- 4.3. Conduct undertaken in the investigation of news will not be harassment where the Officer's conduct is reasonable in the circumstances and in good faith. This includes but is not limited to:
- 4.3.1. Contacting an individual who may have behaved improperly multiple times with questions they may find hostile.
- 4.3.2. Asserting to an individual that information will be published concerning them without their input if they do not provide input, comment or information.
- 4.3.3. Reporting true facts about a person which reflect negatively on that person.
- 4.4. Should an Officer be considering undertaking conduct in the course of investigation of news information which could be reasonably considered to fall under these exemptions, they should seek explicit acknowledgement and permission from a member of the Editorial Board who is not themselves.

5. Corruption

- 5.1. Officers will not accept Bribes.

- 5.1.1. Bribes will constitute the accepting of **Things of Value** in exchange for **Influence** on the part of the giver with the officer in the execution of their duties.
- 5.1.2. **Things of Value** include, but is not limited to;
 - 5.1.2.1. Money
 - 5.1.2.2. Gifts
 - 5.1.2.3. Favours
 - 5.1.2.4. Influence
 - 5.1.2.5. Sexual favours
 - 5.1.2.6. Other Benefits
- 5.1.3. **Influence** includes, but is not limited to;
 - 5.1.3.1. Favourable coverage
 - 5.1.3.2. Electoral Benefits
 - 5.1.3.3. Hiring Benefits
 - 5.1.3.4. Other Benefits
- 5.1.4. The Accepting of Things of Value can include those things received by a close associate or related entity of the officer.
- 5.2. Officers will not use their media influence to advance their prospects in other student organisations, their academic career, or in any other way where the officer;
 - 5.2.1. Intended to use their position to gain the benefit.
 - 5.2.2. And acts in bad faith.
- 5.3. Officers will not engage in otherwise corrupt or improper behaviour.

6. **Fair and Honest Dealing**

- 6.1. Officers will act fairly and honestly with officers, members, and individuals except where;
 - 6.1.1. Doing so would contravene a provision in this or any other Policy or
 - 6.1.2. Defeat the purposes of Observer as a news organisation.
- 6.2. Fair and honest behaviour will constitute;
 - 6.2.1. Good faith and
 - 6.2.2. A level of honesty and disclosure reasonable in the circumstances.