

## CODE OF CONDUCT FOR ACCEPTABLE BEHAVIOUR

### Introduction

This Code of Conduct provides guidelines for creating a positive atmosphere where all members of the College community are treated, and treat others, with dignity and respect at work.

There is no place for any form of harassment, victimization or sexual misconduct at Green Templeton College. Such behaviour is contrary to the values and ideals of our shared community, and diminishes the dignity and integrity of all parties.

### Aims of the Code of Conduct

The College aims to support and sustain a positive working environment for all staff and College members, free from any form of inappropriate or unacceptable behaviour.

Harassment is unacceptable and all members of the College community have a role to play in creating a thriving environment for everyone, free from harassment.

The College expects all members of the College community to treat each other with respect, courtesy and consideration at all times. All members of the College community, including guests of College members and contractors on site, are expected to behave professionally, and have the right to expect professional behaviour from others.

All members of the College community have a personal responsibility for complying with this code of conduct by:

- treating others with dignity and respect;
- discouraging any form of harassment by suitably challenging inappropriate behaviour, making it clear that such behaviour is unacceptable, and raising concerns with managers where appropriate so these can be dealt with;
- supporting any College member who feels they have been subject to harassment, including supporting them to make a formal complaint, if appropriate;
- being aware that managers have particular responsibility for setting standards and ensuring appropriate workplace behaviours are maintained.