

# Statement on the College Culture of Jane Franklin Hall 2024

At Jane, we believe strongly in honesty and transparency. We have not – and never will – say we are perfect. What we will commit to is our continued vigilance in providing a supportive and enriching environment for every student.

Jane is a values-based community. We explicitly advocate respect. We do this by:

- Requiring all members of the Jane community to sign a Code of Conduct each year agreeing to act respectfully towards their peers, regardless of race, culture, age, abilities, religion, gender alignment or sexual orientation – and pulling students up if they breach our standards;
- Forbidding sexual misconduct, drug use, hazing and bullying;
- Acting swiftly in referring matters to the police and/or the University, or in asking residents to leave College if they are considered a threat to other members of the community;
- Educating our students about respectful relationships, safe alcohol use, drugs and inclusion through compulsory face-to-face workshops during Welcome Weeks;
- Prohibiting derogatory, sexist and offensive chants or songs;
- Actively working to improve inclusion at the College;
- Mentoring, encouraging, and training our residential staff and student leaders to promote a safe and inclusive collegiate environment, one that fosters positive culture within the Jane community;
- Actively challenging our students to accept responsibility as young adults;
- Regularly reviewing our policies and procedures to bolster the foundations of our positive College Culture;
- Committing to a child and youth safe environment;
- Committing to cultural safety for aboriginal people.

In addition, Jane:

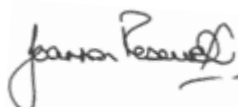
- Welcomes recommendations about student safety as made in the 2023 Australian Universities Accord interim report;
- Supports the proposed introduction of a National Student Ombudsman as proposed by the Accord's draft action plan addressing gender-based violence in higher education;
- Welcomes the findings of the 2021 National Student Safety Survey commissioned by Universities Australia and released in March 2022;
- Welcomes the recommendations of Change the Course, the 2017 Australian Human Rights Commission Report on sexual assault and sexual harassment at Australian universities;
- Is fully supportive of the University of Tasmania's response to Change the Course and participated in an independent review, commissioned by the University of Tasmania and conducted by Nous Consulting in late 2018;
- Commissioned our own external review in 2019 from former Chancellor of the University of Tasmania, Mr Damien Bugg QC;
- Welcomes the recommendations of an independent review regarding our sexual misconduct policies undertaken by Barrister, Ms Maree Norton in 2021;
- Welcomes the recommendations of an internal audit of College procedures in relation to managing allegations of sexual misconduct in 2021;
- Has implemented and reviewed our Sexual Misconduct Policy and Procedures and our Inclusion and Diversity Policy;
- Recognises the work of the Jane Student Club Committee and its Equity Representative to actively promote inclusion, cultural safety and diversity.

We continue to strive for improvement to our culture at Jane. Our College Council's Sub-Committee on Culture continues to be active and is guided by the recommendations made in former Australian Sex Discrimination Commissioner, Elizabeth Broderick's Report, *Cultural Renewal at the University of Sydney Residential Colleges*.

We don't see any of the above actions as the final word. We know that honest review must be unceasing as we strive towards providing a positive collegiate experience and promoting the wellbeing of all our students. As the leaders of our college, we commit wholeheartedly to all considered, compassionate measures to strengthen our community: this, we believe, is the only way to truly deliver a life-enhancing experience for all at Jane.



Mr Charlie Townsend  
President, Student Club Committee



Ms Joanna Rosewell  
Principal



Dr John Kertesz  
Chair, College Council