



## The Jane Accord

This document is the College’s blueprint for the continuous cultural improvement of the College. The College Council’s sub-committee on Culture, chaired by a Council member and comprising Management and Student Leadership Team members, ensures the Accord is regularly reviewed and its actions implemented. The Jane Accord is based on a report undertaken by former Australian Sex-Discrimination Commissioner, Elizabeth Broderick, entitled *Cultural Renewal at the University of Sydney Colleges* (2017). It also reflects a commitment to the National Action Plan to Address Gender-based Violence in Higher Education, and the University of Tasmania’s Gender-based Violence Action Plan 2025-2026.

Implemented
  In progress/almost implemented
  Needs action/update

### Principle 1: Successful and sustainable cultural renewal depends on strong and courageous leadership

Leadership of Cultural Development			
Recommendation	Current status at Jane	Suggested action	
1	The recommendations should be owned and championed by the College Council, College Head, staff and the student leaders	Creation and ongoing work of Culture Committee ensures owned by all stakeholder groups, including student leaders	Maintain and review annually
2	The Council should champion cultural reform. Council should regularly review and discuss cultural renewal at Council meetings and ensure adequate resources are allocated to progress the reform process	Chair of Culture Committee reports to Council	Maintain
3	To demonstrate their visible commitment to cultural renewal, all College leaders should develop and deliver a clear and strong written statement (signed by Chair, Principal and SCC President) that	<ul style="list-style-type: none"> <li>Statement on the College culture agreed and released to all students for Welcome Week annually</li> </ul>	Maintain

	<p>articulates the importance of cultural renewal, its benefit to individual students and the College more broadly. This statement, disseminated widely internally and externally, should also:</p> <ul style="list-style-type: none"> <li>• Includes strong messages about the College’s zero tolerance to hazing and gender-based violence as well as policies on alcohol misuse, harassment and damage to property</li> <li>• Be reiterated and restated each year with incoming student leadership groups</li> <li>• Be incorporated into orientation for first years and into student leadership training</li> </ul>	<ul style="list-style-type: none"> <li>• Alcohol statement released to all students each Welcome Week</li> <li>• Policies discussed with all student leaders as part of Leaders’ Week induction</li> <li>• Policies discussed with all new students as part of their education sessions in Welcome Week</li> </ul>	
4	<p>Recognising that collective action can be more powerful and sustainable than individual action, it is recommended that the College continues to work collaboratively with key stakeholder to align and amplify efforts to achieve cultural renewal.</p>	<p>Ongoing</p> <p>Discuss relevant cultural issues with a range of diverse opinions (students, staff, council etc.)</p> <p>Commitment to Utas Gender-Based Violence Action plan 2025-2026</p>	<p>Maintain</p> <p>Continue strengthening approach with Utas, and alignment with the National Action Plan to address Gender-based Violence in Higher Education</p>
5	<p>To assess progress in relation to cultural renewal, the College should administer a survey every three years. The results of the survey should be used to inform additional strategies that may be required to further strengthen and sustain a positive culture.</p>	<p>The College and Student Club administer their own surveys annually to new and returning students, utilising the data and feedback to continue to improve College culture.</p>	<p>Review each year and report</p>
<b>Student Leadership</b>			
6	<p>The principal role of student leaders should be to foster and champion a culture of inclusion, respect and safety. The Student Club constitutions, policies, role descriptions should reflect this.</p>	<p>The Constitution reflects these values and, in 2022, the President ensured the removal of gendered language from the entire document, except the SCC roles of Men’s and Women’s Sports Representatives.</p> <p>The position descriptions also reflect these values, with recent updates made to the Social Representative PD due to it mainly having reflected alcoholic events.</p>	<p>Maintain and continually improve.</p>

		<p>The SCC is organising events that are designed to be more inclusive eg lawn bowls and Moonlit cinema.</p> <p>All position descriptions were updated prior to the 2025 elections to give a more accurate and progressive description.</p>	
7	<p>To ensure that the College promotes and supports strong, inclusive student leadership, students and staff should, in collaboration, amend the current process for electing student leaders by:</p> <p>a) ensuring formal role descriptions for student leadership positions include responsibility as ambassadors of the College values and their obligations to uphold and model these values at all times. The SCC should ensure accountability and consequences for members who breach their roles as ambassadors.</p>	<p>As at September 2023, there are formal role descriptions for every SCC position at College. Two 2023 SCC members breached their obligations to the SCC and the College by displaying careless and reckless behaviour, which resulted in two disciplinary meetings taking place with the offending members and the President. This showcases the accountability and consequences for members who breach their roles as ambassadors</p> <p>JFHSC is to implement Committee Contracts for members to ensure that they follow guidelines, expectations and rules as student leaders.</p> <p>A Behavioural Management plan will be enacted for 2025 to ensure committee members are held accountable.</p> <p>2025 will also see the addition of a pastoral committee formed by Exec to handle all pastoral/behavioural issues</p>	Maintain
	<p>b) developing clear criteria that includes candidates' demonstrated commitment to inclusion, respect, and safety</p>	<p>The Campaigning Guidelines, Role Descriptions and Application for SCC document which is sent to all JFHSC members upon the notice of election</p>	Maintain

	being served outlines that every candidate standing for election to the SCC must adhere by the College's policies on inclusion, respect and safety. Candidates' adherence values must also be made clear in each candidacy speech on Election Day	
c) ensuring candidates for leadership roles have the express support of the College head in relation to their demonstrated ability to foster and champion a culture of inclusion, respect and safety.	In 2023, the President and Vice-President worked closely with the Principal to ensure that people who demonstrate the right values ran for positions which suited their areas of passion. This is a practice which continues to be normalised.	A screening process is being looked into for any student wishing to apply for exec. This will ensure they meet all requirements and have the means to express support and foster a culture of inclusivity. It will also ensure they understand the added responsibility of being an Exec member
d) enhancing the transparency, anonymity, and confidentiality of the voting process for students, by, for example, utilising an online process with an external provider	Ongoing	Maintain
e) commencing the selection process in early September to allow proper planning, training, mentoring and leadership development for successful candidates	Nominations open late August with election in September to ensure enough time to complete a proper changeover and planning period for the new committee. Also allows more time for training.  The Management Team and incoming and outgoing SCCs meet within two weeks of the election for an introductory workshop.	Maintain
f) ensuring that in co-educational Colleges, a gender balance of student leadership teams is achieved including by, for example:	The 40:40:20 rule is a fair and equitable rule which should be retained, although,	President and VP have lots of mentorship as they are in regular contact with the

	<ul style="list-style-type: none"> <li>• implementing a 40:40:20 rule (40% men, 40% women, 20% either men or women)</li> <li>• ensuring that the President role rotates on an equitable basis between male and female students</li> <li>• ensuring that there is compulsory training for all elected student leaders including (but not limited to) ethical leadership and decision making, respectful relationships, leading diverse and inclusive teams and bystander interventions.</li> </ul> <p>Consideration should also be given to ongoing mentoring for elected student leaders by a member of the College staff.</p>	<p>gender imbalance on the SCC has not been a recent issue.</p> <p>The College finds that the President role does tend to rotate without the need for a formal action.</p> <p>Training programmes such as the aforementioned are an effective introduction to one's posting on the SCC. Training such as RSA certification, first aid training, etc, would be good additions to Leaders' Week moving forward. NAAUC and similar sessions have proven to be useful as they provide an insight into working as a committee and should be continued</p>	<p>Principal and Dean of Students. Look at incorporating more support for other committee members so they do not feel isolated, especially as other committee roles may foster negative culture amongst the community.</p> <p>Maintain attendance at NAAUC annual conference.</p>
8	<p>To enhance inclusion and equality within student community, any practice that reinforces negative elements of student hierarchy should be reviewed with a view to modification.</p>	<p>Code of Conduct and Jane values reinforce inclusion and equality</p> <p>Continue to develop the Equity role to make sure that all students feel included and heard within the college.</p> <p>Independent cultural review of old boy/old girl culture at the College undertaken in May 2024 with recommendations embraced by College and Student Club.</p>	<p>Under review</p> <p>Acknowledge Old Raiders to make it "official" and welcoming them into the community in healthy and agreed upon ways eg Legacy event to be held at College on TUSA Clubs and Societies Day.</p> <p>Implement vetting process for old boys/old girls as sports coaches.</p>
<b>Staff Leadership</b>			
9	<p>Council should support the College Head and all staff to implement the recommendations and champion cultural reform, including by</p>	<p>Jane Culture Committee overseeing cultural issues and reporting directly to Council every eight weeks. This is viewed</p>	<p>Cultural Awareness Training, mental health training,</p>

	ensuring staff resources are adequate and by providing staff with access to additional training or skills development as needed.	as positive by all layers of leadership at Council.  Staff/SR training is provided in range of areas inc. SASH – now need to roll out some training to Council and Fellows eg Cultural Safety.	Gender identity training as potential inclusions
10	To better reflect the leadership role and status of staff, the collective term for those that lead and manage the College should be changed from 'Administration' to either 'Staff', 'Executive Leadership' or 'Management'.	Implemented	Maintain

## Principle 2: Inclusive institutions foster and celebrate diversity, respect and non-discrimination

Recommendation	Current status at Jane	Suggested action
11 The College, in consultation with the University, should develop targeted strategies to attract and retain a diverse population of students that reflects the University population and broader culture.	In progress and ongoing.  Diversity is a Jane value.  Recruitment of students from diverse backgrounds is occurring.  College continues to seek new scholarship opportunities.  Commitment to the Utas Gender-Based Violence Action Plan 2025-2026	Maintain focus on diversity, including international student retention  Continue strengthening approach with Utas, and alignment with the National Action Plan to address Gender-based Violence in Higher Education
12 The College should foster a culture of respect and fair play in all intercollege social and competitive interactions: a) ensuring the intercollege code of conduct for students, including players and spectators of College sport and cultural activities, is grounded in respect for the inherent dignity of all. b) eliminating and prohibiting all demeaning or degrading chants, songs and heckling	The SCC has developed a Code of Conduct for players and spectators in 2024.	Maintain and review regularly  Collaborate with other Utas Colleges to bring wider acceptance and agreement.

c) enforcing appropriate penalties for any breach of the code, including suspending players from their team or spectators from watching events, who breach the code of conduct		Continue to advocate for ICC
d) engaging with their university partners (eg TUSA) to ensure a culture of respect and fair play is embedded in all activities		
e) exploring broader, non-competitive opportunities for positive interactions between the Colleges		

Principle 3: A lively, exciting and dynamic culture that also ensures the safety, dignity, health and wellbeing of students is critical to a thriving and progressive College

Orientation		
Recommendation	Current status at Jane	Suggested action
13 'O Week' should be renamed to signal a shift towards induction and welcome, and away from the problematic connotations and expectations of the past.	Implemented ('Welcome Week')	Ongoing
14 Orientation should be closely overseen by College staff with assistance from Senior Residents and Student Club Committee.	Implemented and is reviewed annually by Student Club and Senior Management	Ongoing
15 The College should develop a policy that clearly articulates the purpose of orientation with a focus on induction and inclusion into the College and University community. The policy should be underpinned by respect and safety, inclusion and equity, and ethical leadership. Student leaders involved in the program should be required to sign a code of conduct that reflects the intent of the policy. The orientation policy should include or continue to include: <ul style="list-style-type: none"> <li>The strict prohibition of practices that may be demeaning or place students at physical or emotional risk, including hazing.</li> <li>The inclusion of alcohol-free days (number to be determined by individual Colleges) during the period of orientation.</li> <li>Appropriate training in areas such as first aid, gender-based violence, responsible consumption of alcohol, and the proper and ethical exercise of authority (student power).</li> </ul>	The following has been met: <ul style="list-style-type: none"> <li>Welcome Week Mission Statement developed by SRs, SCC and Management Team</li> <li>Strict prohibition of anything that may be demeaning or unsafe</li> <li>50% of days during Welcome Week were non-alcohol</li> <li>Training in Welcome Week is comprehensive and includes but is not limited to: first aid (SRs); gender based violence (everyone via SASS); alcohol and drug education (ADES), healthy relationships</li> <li>SCC responsible for risk assessments</li> </ul>	Implement action of Cultural review in 2024  To be developed: <ul style="list-style-type: none"> <li>A formal policy is still to be developed</li> <li>A Code of Conduct for Student Leaders at Welcome Week is yet to be considered</li> </ul>

<ul style="list-style-type: none"> <li>• The requirement that appropriate events should be subject to a risk assessment. Other events in the academic year should also be subject to a risk assessment.</li> <li>• The alignment, as far as practicable, with faculty-based activities and information sessions for new students.</li> </ul>	<ul style="list-style-type: none"> <li>• Welcome Week's' reduced to one week in 2024 to focus on setting a positive and safe culture before university starts</li> <li>• Cultural review of old boy/old girl culture undertaken in 2024.</li> </ul>	
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**Alcohol**

Recommendation	Current status at Jane	Suggested action
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<p>16 The College should have an approach to alcohol harm minimisation. This approach should consider best practice interventions to reduce access/supply and demand of alcohol, and to reduce harm caused by alcohol. In particular:</p> <ul style="list-style-type: none"> <li>• The positions of licensees and bar management should be held by qualified individuals or organisations independent of the Student Club and contracted by College staff.</li> <li>• Commercial bar rates should be charged for all alcohol at College events and venues and as such the use of Student Club fees for the purchase of alcohol should be prohibited.</li> <li>• A zero-tolerance approach is visibly practised for alcohol-related behaviour that causes disturbance, damage or harm to any student or property.</li> <li>• The Student Club should be responsible for any non-accidental property damage, including alcohol related property damage. This would include the cost of replacement or repair, where the alleged offender cannot be identified.</li> </ul>	<p>Progress so far:</p> <ul style="list-style-type: none"> <li>• The College no longer holds a liquor licence</li> <li>• The SCC occasionally applies for a liquor licence for one-off events – they are accountable to both the College and the State Licensing authorities</li> <li>• The SCC manages a BYO system within guidelines they developed and which are endorsed by the Principal and the Dean of Students</li> <li>• The SCC is actively taking responsibility for sanctioning poor behaviour at its own events; this approach is endorsed by the Principal and the Dean of Students, who still retain oversight of behaviour and a right to also apply sanctions</li> <li>• Annually, an alcohol statement is circulated to all students at the beginning of the year that specifically outlines the College's approach to alcohol including a zero tolerance of poor behaviour attributed to excessive alcohol behaviour</li> </ul>	<ul style="list-style-type: none"> <li>• Revise MOU with Student Club</li> <li>• Include the Jane Accord document in Student Club induction and Leaders' Week</li> <li>• Review BYO system/guidelines annually, place in MOU</li> <li>• Official alcohol policy needs developing</li> </ul>
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	<ul style="list-style-type: none"> <li>• The SCC is responsible for any damage that occurs during their events</li> <li>• Individuals are held accountable for any damage they cause</li> <li>• Affected event spaces are closed off until cleaning has been done by students</li> <li>• Compulsory alcohol awareness training conducted by Alcohol, Drug &amp; Mental Health Education Specialists for all new students in Welcome Week</li> </ul>	
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**Principle 4: Unacceptable and disrespectful attitudes and behaviours negatively impact on individuals, Colleges and the College community**

Recommendation	Current status at Jane	Suggested action
<p>17 The College’s policies on bullying and harassment should explicitly include provisions that prohibit hazing or any other behaviours that compromise students’ physical or psychological safety and well-being. The provisions should include a clear definition and scope of hazing behaviours. In line with best practice approaches to the prohibition of hazing:</p> <ul style="list-style-type: none"> <li>• The College should provide comprehensive education about hazing.</li> <li>• Victims must be supported, including through appropriate reporting options.</li> <li>• Students who engage in hazing behaviours should be appropriately held to account.</li> </ul>	<p>Hazing acts fall under the College’s Inclusion and Diversity Policy, developed and approved in late 2021.</p> <p>Code of Conduct signed by all students as condition of enrolment.</p> <p>After having been alerted to potential hazing by old boys/old girls, a review was commissioned in May 2024</p>	<p>Review Inclusion and Diversity Policy in 2025</p> <p>Management to provide anti-hazing training in Leaders Week as recommendation of Old Boy/Old Girl review</p>
<p>18 The College should develop, with guidance from an expert in gender-based violence and respectful relationships, a stand-alone policy that addresses gender-based violence. The stand-alone</p>	<ul style="list-style-type: none"> <li>• JFH SASH Policy and Procedure developed and implemented 2021 after being reviewed and endorsed by SASS Tasmania</li> </ul>	<p>Maintain review schedule</p>

	policies of the College should be underpinned by best practice principles.	<ul style="list-style-type: none"> <li>Policy reviewed in 2023</li> </ul>	
19	<p>The College's policy should articulate a zero-tolerance approach to gender-based violence, a commitment to trauma-informed victim/survivor support and, where possible, to holding perpetrators to account. Specifically, the policy should:</p> <ul style="list-style-type: none"> <li>Expressly prohibit gender-based violence (including sexual harassment and sexual assault) and make clear the consequences of breaching the policy.</li> <li>Define key terms and concepts illustrated with relevant examples in order to clarify the meanings of and behaviours that constitute sexual harassment, sexual assault and consent.</li> <li>Acknowledge the institution's responsibility to provide a safe and respectful environment for all.</li> <li>Articulate expectations that all members of the College community (including the College Council, staff and students) have a role in creating a safe and respectful environment.</li> <li>Provide clear details on processes for reporting and responding to sexual misconduct, including with specific names and contact details, and how to support someone who has experienced sexual assault.</li> <li>Provide clear guidance and a variety of options for survivors/victims to disclose experiencing gender-based violence; to seek support, counselling and health services; and to identify procedures and timeframes for investigations.</li> <li>Ensure reports are dealt with sensitively and expeditiously and that the parties to a complaint are advised of progress and outcomes while ensuring confidentiality is maintained.</li> </ul>	<p>Implemented</p> <p>Commitment to Utas Gender-based Violence Action Plan 2025-2026</p>	<p>Maintain</p> <p>Continue strengthening approach with Utas, and alignment with the National Action Plan to address Gender-based Violence in Higher Education</p>
20	All relevant staff, Senior Residents and Student Club committee should undergo first responder training by an expert in trauma-informed and survivor-centred approaches, to ensure they have the skills to respond sensitively and appropriately to a gender-based violence disclosure. Evidence based prevention education and awareness about gender-based violence, and bystander interventions, should be provided to all students and relevant staff.	<p>Implemented</p> <ul style="list-style-type: none"> <li>All SRs and SCC undergo SASS first responder training annually</li> <li>Principal and Dean of Students undergo SASS first responder training every three years</li> </ul>	<p>Maintain</p>

	All relevant staff and students should receive this education during their orientation and then as refresher training each year they are at College.	<ul style="list-style-type: none"> <li>All new students undergo Consent is a Conversation training with SASS and Healthy Relationships training with <i>In Your Skin</i></li> </ul>	
21	In recognition of the psychological and emotional needs of some students, the College should provide and widely advertise referral pathways to specialist psychological support services for students, including for students who have experienced trauma. This support should also be offered to Senior Residents to minimise the risk of vicarious trauma or distress that they may experience through their role.	Implemented Positive Solutions as the College's EAP provide support for staff and direct access to psychologist and counsellors for students.	Maintain and review relationship annually

Version	Change/s made by Committee	Date
1	Initial document created in response to the Broderick Report release	April 2018
2	Document updated	March 2019
3	Document updated and reformatted by Principal, DOS, Student Club President and Vice President	October 2023
4	Document updated by Principal and DOS; awaiting SC feedback	May 2024
4.1	Student Club feedback included in document; document approved by Culture Committee	August 2024
	Old/New Student Club Committee handover – document presented, sections 6-8 discussed. No changes	October 2024
4.2	DOS edit to 17. Alcohol – added details on annual alcohol awareness training in Welcome Week	October 2024
4.3	Principal edit following Council and incoming SCC review	November 2024
	Next review due: Leaders' Week SLT February 2025	