



## **C/1.1 AVA CVP Student General Conduct Policy**

### **1. Purpose**

To promote the principle of mutual respect by defining the standards of behaviour expected of [AVA CVP Students](#) and the consequences of failure to meet these standards.

### **2. Scope**

This policy applies to [AVA CVP Students](#) while interacting with other [AVA CVP Students](#), [AVA Employees](#), or members of the veterinary profession.

The AVA's approach to [Academic Integrity](#) and the commitment and responsibilities required of the AVA and AVA CVP Students to foster a culture of honesty and integrity within the AVA Chartered Veterinary Practitioner™ are outlined in ***B/3.3 Academic Integrity Policy and Procedure***.

### **3. Policy Overview**

3.1 The AVA aims to provide a safe, inclusive, and respectful learning and working environment for the AVA community and expects each member of that community to behave responsibly and ethically.

### **4. Principles**

#### **4.1 AVA CVP Student general conduct**

[AVA CVP Students](#) must always while on AVA premises, using AVA facilities and services, engaging in AVA activities, and interacting with other members of the AVA community, behave in a way that:

- 4.1.1 Respects the rights of others to study, work and engage in AVA activities in an environment of [Academic Freedom](#), and critical and open inquiry, where every person has the right to hold an opinion without interference and has the right to freedom of expression in accordance with the principles of [Academic Freedom](#);
- 4.1.2 Promotes a safe and inclusive learning and working environment and refrains from behaviour that is abusive, threatening or intimidating of another person or which a reasonable person would regard, in the circumstances, as likely to harass, humiliate or intimidate another person;
- 4.1.3 Endeavours to protect [Information](#) divulged by another AVA CVP Student in the course of their learning from disclosure and to treat it confidentially;
- 4.1.4 Complies with directions of [AVA Employees](#) to promote the good order and management of the AVA;

- 4.1.5 Ensures the proper use of AVA facilities, information and property, and the property of other persons on its sites and online;
- 4.1.6 Demonstrates a professional manner while representing the AVA in any capacity, including while participating in [AVA CVP Student](#) programs, events, conferences, functions, practicums, field trips, study tours and other forms of work integrated learning and maintains the highest standards of veterinary professional ethics;
- 4.1.7 Complies with all health and safety requirements and instructions given by the AVA, including attending any relevant training if required by the AVA; and
- 4.1.8 Complies with AVA [Policies](#) and [Procedures](#) that relate to [AVA CVP Students](#).

## 4.2 AVA CVP Student General Misconduct

[AVA CVP Student](#) behaviour which is contrary to Section 4.1 may constitute [General Misconduct](#) and the [AVA CVP Student](#) may be subject to [Disciplinary Action](#), in accordance with the *C/1.1 AVA CVP Student General Misconduct Procedure*.

## 5. References

Nil.

## 6. Schedules

This policy must be read in conjunction with its subordinate schedules as provided in the table below.

## 7. Policy Information

All Policy/Procedure pertaining to the AVA Chartered Veterinary Practitioner™ is accessible from:

<https://www.ava.com.au/AVA-Chartered-Veterinary-Practitioner/student-information/Policy-and-procedure/>

Accountable Officer	AVA Chief Executive Officer
Responsible Officer	Head, Education
Policy Type	AVA Chartered Veterinary Practitioner Governance
Policy Suite	AVA CVP Student Support and Administration
Subordinate Schedules	Nil
Approved Date	6 February 2023
Effective Date	16 January 2023 (Revised 6 February 2023)
Relevant Legislation	<a href="#">Age Discrimination Act 2004</a> <a href="#">Anti-Discrimination Act 1997 No 48 (NSW)</a>

	<a href="#">Anti-Discrimination and Human Rights Legislation Amendment (Respect at Work) Act 2022</a> <a href="#">Privacy Act 1988</a> <a href="#">Public Interest Disclosure Act 2013</a> <a href="#">Work Health and Safety Act 2011</a>
Related Policies	B/3.3 Academic Integrity Policy
Related Procedures	C/1.2 AVA CVP Student Misconduct Procedure
Related forms, publications and websites	<a href="#">Model Code on Freedom of Speech and Academic Freedom</a>
Definitions	<p><b>Terms defined in the Definitions Dictionary</b></p> <p><b>Academic Integrity</b></p> <p>Academic Integrity means acting with the values of honesty, trust, fairness and respect in learning and teaching. It is important for AVA CVP Students, teaching staff and AVA Employees to act in an honest way, be responsible for their actions and show fairness in every part of their work. AVA Employees should be role models to AVA CVP Students. Academic Integrity is important for an individual's, AVA's and the AVA Chartered Veterinary Practitioner™ reputation.</p> <p><b>AVA</b></p> <p>The term 'Association' or 'AVA' means the Australian Veterinary Association Limited.</p> <p><b>AVA CVP Student</b></p> <p>A person who is admitted to the AVA CVP Education Pathway offered by the AVA and is:</p> <ul style="list-style-type: none"> <li>• currently enrolled in one or more Courses; or</li> <li>• not currently enrolled but is on approved leave of Absence or whose Admission has not been cancelled.</li> </ul> <p><b>AVA Employee</b></p> <p>A person employed by the AVA on a continuing, fixed term or casual basis. Employees also include a person whose provision of academic and/or education services are covered by a written agreement or contract with the AVA.</p>

	<p><b>General Misconduct</b></p> <p>Behaviour or conduct which is contrary to expected AVA CVP Student conduct outlined in the AVA CVP Student General Conduct Policy.</p> <p><b>Harassment</b></p> <p>Harassment includes, but is not limited to, treating a person less favourably because of a person's characteristic such as their sex, race, age, disability, sexuality, religious or political belief or activity, or some other characteristic protected under anti-discrimination laws. Harassment may include Bullying a person and may also breach human rights legislation.</p> <p><b>Information</b></p> <p>Any collection of data that is processed, analysed, interpreted, organised, classified or communicated in order to serve a useful purpose, present facts or represent knowledge in any medium or form. This includes presentation in electronic (digital), print, audio, video, image, graphical, cartographic, physical sample, textual or numerical form.</p> <p><b>Policy</b></p> <p>A high-level strategic directive that establishes a principle based approach on a subject. Policy is operationalised through Procedures that give instructions and set out processes to implement a Policy.</p> <p><b>Procedure</b></p> <p>An operational instruction that sets out the process to operationalise a Policy.</p> <p><b>Definitions that relate to this policy only</b></p> <p><b>Academic Freedom</b></p> <p>Academic Freedom comprises:</p> <ul style="list-style-type: none"> <li>• the freedom of AVA Employees, in the course of their academic activities, to educate, discuss, or research and to disseminate and publish the results of those activities;</li> <li>• the freedom of AVA Employees and AVA CVP Students, in the course of their academic activities, to engage in</li> </ul>
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	<p>intellectual inquiry, to express their opinions and beliefs, and to contribute to public debate, in relation to those activities;</p> <ul style="list-style-type: none"> <li>• the freedom of AVA Employees and AVA CVP Students to express their opinions in relation to the AVA;</li> <li>• the freedom of AVA Employees, without constraint imposed by reason of their employment by the AVA, to make lawful public comment on any issue in their personal capacities;</li> <li>• the freedom of AVA Employees to participate in or speak on behalf of professional or representative bodies and associations;</li> <li>• the freedom of AVA Students to participate in or speak on behalf of student societies and associations; and</li> <li>• the autonomy of the AVA in relation to the choice of academic programs and Courses, the ways in which they are taught and the choices of research activities and the ways in which they are conducted.</li> </ul> <p>Public comment is not made in a personal capacity where:</p> <ul style="list-style-type: none"> <li>• the comment includes a reference, express or implied, to the AVA; or</li> <li>• the AVA Employee identifies their employment or any affiliation with the AVA, refers to their position in the AVA.</li> </ul>
Keywords	General Conduct; Academic Freedom; General Misconduct, Information.
Record No	

Complying with the law and observing AVA Policy and Procedure is a condition of working for, and volunteering with, the Australian Veterinary Association.