



Jane College – Culture Statement 2026

At Jane, we believe in honesty and transparency. We will never claim to be perfect — but we commit to constant vigilance in creating a safe, respectful and enriching community for every student.

Jane is a values-based community, and respect is at the centre of how we live together. We promote this by:

- Requiring every community member to sign a Code of Conduct each year and calling out behaviour that does not meet our standards.
- Prohibiting gender-based violence, hazing, bullying, unlawful discrimination and harmful alcohol or drug use.
- Acting swiftly when serious concerns arise, including referring matters to police or the University or asking individuals to leave College where safety is at risk.
- Delivering compulsory Welcome Week workshops on respectful relationships, consent, alcohol safety, bystander responsibility, inclusion and cultural safety.
- Prohibiting sexist, derogatory or offensive chants or songs.
- Training and supporting our residential staff and student leaders to model safe and inclusive behaviour.
- Maintaining a child and youth safe environment and ensuring cultural safety for Aboriginal and Torres Strait Islander students.

Our Commitments Under National Standards

Jane College is fully aligned with the **National Higher Education Code to Prevent and Respond to Gender-Based Violence**. Its requirements guide our policies, leadership structures, training programs and reporting pathways. Preventing and responding to GBV is a central priority across all areas of College life.

We also continue to work closely with the University of Tasmania in delivering its Gender-Based Violence Action Plan.

Our Commitment to the Jane College GBV Prevention and Response Plan

We are also committed to implementing our own **Gender-Based Violence Prevention and Response Plan**, which provides a whole-of-organisation framework for safety and accountability. Through this Plan, we commit to:

- Annual GBV risk assessments and targeted improvement actions.
- Clear, trauma-informed reporting options, including after-hours support.
- Comprehensive training for all staff, Senior Residents and student leaders.

- Strong partnerships with UTAS and specialist support services.
 - Annual public reporting to ensure transparency.
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Our Commitments Under the Jane Accord

The **Jane Accord** provides the cultural foundation for our community. Under the Accord, we commit to:

- Transparent and accountable culture management.
- Shared responsibility between staff, leaders and students.
- Prompt, sensitive handling of all reports of misconduct.
- Continuous improvement informed by data, feedback and review.

We also recognise the essential role of student leaders in modelling inclusion, cultural safety and respect.

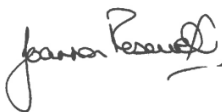
Our Ongoing Commitment

Our work is continuous. The College Council's Culture Sub-Committee monitors our progress and guides further improvement. We know culture requires constant attention, honest review and compassionate leadership.

We remain deeply committed to strengthening our community so that every student at Jane experiences safety, respect and the opportunity to thrive.



Ms Scarlett Simmons
President, Student Club Committee



Ms Joanna Rosewell
Principal and CEO



Mrs Allison Clark
Acting Council Chair