



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. The Jane Accord forms the basis of the College’s Gender Based Violence Prevention and Response Plan and Outcomes Framework (“Jane’s GBV Framework”) under the National Higher Education Code to Prevent and Response to Gender based Violence (“the Code”).

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	<ul style="list-style-type: none"> Creation and ongoing work of Culture Committee ensures owned by all stakeholder groups, including student leaders. Jane’s GBV Framework specifies governance aligned implementation calendar 	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	<ul style="list-style-type: none"> Chair of Culture Committee reports to Council Jane’s GBV Framework specifies governance aligned implementation calendar 	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 articulates the importance of cultural renewal, its benefit to individual students and the College more broadly. This	<ul style="list-style-type: none"> Statement on the College Culture signed by Chair, Principal and SCC President reviewed annually Updated statement emailed to all students prior to arrival at College 	Maintain

	<p>statement, disseminated widely internally and externally, should also:</p> <ul style="list-style-type: none"> • 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 • Be reiterated and restated each year with incoming student leadership groups • Be incorporated into orientation for first years and into student leadership training 	<ul style="list-style-type: none"> • Updated statement included in Welcome Week material • Statement on College noticeboards • Statement explicitly referenced in all training to Student Leadership Team (SLT) 	
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>	<ul style="list-style-type: none"> • Active commitment to Utas Gender-Based Violence Action plan 2025-2026 through regular reporting and collaboration • GBV and College culture on agenda for all stakeholder meetings eg weekly SCC/Management meetings, SR meetings, Culture Committee, Council • Collaboration with Utas Safety and Wellbeing Unit when issues arise 	<p>Maintain</p> <p>Continue strengthening approach with Utas</p>
5	<p>To assess progress in relation to cultural renewal, the College should administer a survey every year. 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>	<ul style="list-style-type: none"> • Surveys have been conducted on an ad hoc basis including external review of Old Boy/Old Girl culture in 2023 • In 2026, the Code and Jane's GBV Framework require some further development 	<p>Implement three-pronged approach to student safety:</p> <ol style="list-style-type: none"> 1. Information gained through RespectX regarding safety 2. Collated data from one-on-one student meetings with DOS 3. Sem 2 – survey
Student Leadership			
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>	<ul style="list-style-type: none"> • All gendered language in the SCC Constitution has been removed except the SCC roles of Men's and Women's Sports Representatives. • SCC Position Descriptions have been updated • Equity Rep position created on SCC 	<p>Maintain and continually improve.</p>

		<ul style="list-style-type: none"> • SCC President and Equity Rep are members of Culture Committee 	
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 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</p>	Maintain
	<p>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.</p>	<p>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.</p>	<p>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</p>

			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: <ul style="list-style-type: none"> • implementing a 40:40:20 rule (40% men, 40% women, 20% either men or women) • ensuring that the President role rotates on an equitable basis between male and female students • 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. <p>Consideration should also be given to ongoing mentoring for elected student leaders by a member of the College staff.</p>	The 40:40:20 rule is a fair and equitable rule which should be retained, although, gender imbalance on the SCC has not been a recent issue. The College finds that the President role does tend to rotate without the need for a formal action. 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	President and VP have lots of mentorship as they are in regular contact with the 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. Maintain attendance at NAAUC annual conference.
8	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.	Code of Conduct and Jane values reinforce inclusion and equality Continue to develop the Equity role to make sure that all students feel included and heard within the college.	Under review Acknowledge Old Raiders to make it "official" and welcoming them into the community in healthy and

		Independent cultural review of old boy/old girl culture at the College undertaken in May 2024 with recommendations embraced by College and Student Club.	agreed upon ways eg Legacy event to be held at College on TUSA Clubs and Societies Day. Implement vetting process for old boys/old girls as sports coaches.
Staff Leadership			
9	Council should support the College Head and all staff to implement the recommendations and champion cultural reform, including by ensuring staff resources are adequate and by providing staff with access to additional training or skills development as needed.	<ul style="list-style-type: none"> Jane Culture Committee overseeing cultural issues and reporting directly to Council every eight weeks. This is viewed as positive by all layers of leadership at Council. All staff have either undertaken or are scheduled to undertake training with SASS-run ELEVATE program Planned training in Cultural Awareness and First Nations Awareness is being rolled out to staff 	Consider mental health training, 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.	<ul style="list-style-type: none"> Recruitment of students from diverse backgrounds is occurring through strong Utas links, esp of U18 international students. College continues to seek new scholarship opportunities for students from diverse backgrounds. 	<p>Maintain focus on diversity, including international student retention</p> <p>Discuss and action suggestions from Australian Human Rights Commission report into Racism at Universities</p>

		<ul style="list-style-type: none"> • College has improved pre-arrival information for OS students and agents. • Cultural Awareness and First Nations awareness training underway with staff. 	
12	<p>The College should foster a culture of respect and fair play in all intercollege social and competitive interactions:</p> <p>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.</p> <p>b) eliminating and prohibiting all demeaning or degrading chants, songs and heckling</p> <p>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</p> <p>d) engaging with their university partners (eg TUSA) to ensure a culture of respect and fair play is embedded in all activities</p> <p>e) exploring broader, non-competitive opportunities for positive interactions between the Colleges</p>	The SCC has developed a Code of Conduct for players and spectators in 2024.	<p>Maintain and review regularly</p> <p>Collaborate with other Utas Colleges to bring wider acceptance and agreement.</p> <p>Continue to advocate for ICC</p>

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	<p>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:</p> <ul style="list-style-type: none"> • The strict prohibition of practices that may be demeaning or place students at physical or emotional risk, including hazing. • The inclusion of alcohol-free days (number to be determined by individual Colleges) during the period of orientation. • 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). • 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. • The alignment, as far as practicable, with faculty-based activities and information sessions for new students. 	<p>The following has been met:</p> <ul style="list-style-type: none"> • Welcome Week Mission Statement developed by SRs, SCC and Management Team • Strict prohibition of anything that may be demeaning or unsafe • 50% of days during Welcome Week were non-alcohol • 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 • SCC responsible for risk assessments • Welcome Weeks reduced to one week in 2024 to focus on setting a positive and safe culture before university starts • Cultural review of old boy/old girl culture undertaken in 2024 • Anti Hazing training implemented for SLT February 2025 • Welcome Week Leaders Code of Conduct developed and implemented by Student Leaders February 2025 	<p>Implement action of Cultural review in 2024</p> <p>To be developed:</p> <ul style="list-style-type: none"> • A formal policy is still to be developed
Alcohol			
Recommendation		Current status at Jane	Suggested action
16	<p>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"> • 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. 	<p>Progress so far:</p> <ul style="list-style-type: none"> • The College no longer holds a liquor licence • The SCC occasionally applies for a liquor licence for one-off events – they are accountable 	<ul style="list-style-type: none"> • Revise MOU with Student Club • Review BYO system/guidelines annually, place in MOU

<ul style="list-style-type: none"> • 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. • A zero-tolerance approach is visibly practised for alcohol-related behaviour that causes disturbance, damage or harm to any student or property. • 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. 	<p>to both the College and the State Licensing authorities</p> <ul style="list-style-type: none"> • The SCC manages a BYO system within guidelines they developed and which are endorsed by the Principal and the Dean of Students • The Jane Accord is included in Student Club induction and Leaders' Week • 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 • 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 • The SCC is responsible for any damage that occurs during their events • Individuals are held accountable for any damage they cause • Affected event spaces are closed off until cleaning has been done by students • Compulsory alcohol awareness training conducted by Alcohol, Drug & Mental Health Education 	<ul style="list-style-type: none"> • Official alcohol policy needs developing
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	Specialists for all new students in Welcome Week	
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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
17	<p>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"> • The College should provide comprehensive education about hazing. • Victims must be supported, including through appropriate reporting options. • Students who engage in hazing behaviours should be appropriately held to account. 	<ul style="list-style-type: none"> • Hazing acts fall under the College’s Inclusion and Diversity Policy. • Code of Conduct signed by all students as condition of enrolment. • After having been alerted to potential hazing by old boys/old girls, a review was commissioned in May 2024 • Management provides anti-hazing training in Leaders Week as recommendation of Old Boy/Old Girl review
18	<p>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 policies of the College should be underpinned by best practice principles.</p>	<p>GBV Policy and Procedures are in development to align with National Code</p> <p>Maintain review schedule</p> <p>GBV Policy and Procures to Council for approval</p>
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"> • Expressly prohibit gender-based violence (and make clear the consequences of breaching the policy). 	<ul style="list-style-type: none"> • College now has it’s Code-aligned GBV framework • Commitment to Utas Gender-based Violence Action Plan 2025-2026 <p>Maintain and review</p>

	<ul style="list-style-type: none"> • Define key terms and concepts illustrated with relevant examples in order to clarify the meanings of and behaviours that constitute Gender based Violence. • Acknowledge the institution's responsibility to provide a safe and respectful environment for all. • 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. • 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. • 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. • 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. 	<ul style="list-style-type: none"> • RespectX reporting system implemented in 2025 as a method for anonymous reporting of concerns 	
20	<p>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. All relevant staff and students should receive this education during their orientation and then as refresher training each year they are at College.</p>	<p>Implemented</p> <ul style="list-style-type: none"> • All SRs and SCC undergo SASS first responder training annually • Principal and Dean of Students undergo SASS first responder training every three years • All new students undergo Consent is a Conversation training with SASS and Healthy Relationships training with <i>In Your Skin</i> • All staff will complete SASS ELEVAVATE program in 2026 	Maintain
21	<p>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</p>	<p>Implemented</p> <ul style="list-style-type: none"> • Positive Solutions as the College's EAP provide support for staff and direct access to 	Maintain and review relationship annually

	Senior Residents to minimise the risk of vicarious trauma or distress that they may experience through their role.	<p>psychologist and counsellors for students.</p> <ul style="list-style-type: none"> Strong relationship with and support from Utas Safety and Wellbeing Team 	
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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
4.4	SLT review of document during Leaders' Week 2025. Student Leader COC developed and SLT anti hazing training launched	February 2025
5.0	Principal and DOS updates	March 2026
5.0	Reviewed by Culture Committee	March 2026

