

ICC Code of Conduct Breaches and Penalties

Introduction

The Inter-college Council (ICC) is an association incorporated pursuant to the Associations Incorporations Act (1981). The ICC's membership consists of students who reside at each of the ten residential colleges at The University of Queensland (UQ). Each of the UQ residential college's Students' Club, excepting Union College whose Head of College appoints a representative, annually contributes one elected office-bearer to administer an ICC portfolio. In collaboration with the Heads of Colleges who have ICC constitutional visitors' rights, elected ICC representatives exercise ICC rights and responsibilities in their year of election.

At all times, the ICC's Aims and Objectives complement those of The University of Queensland's Students' Union (UQU) and of University of Queensland Sport (UQ Sport), and are informed by the ICC Values Statement.

ICC Values are:

- Respect: encourage diversity through ideas, individuality and culture. This creates a vibrant and inclusive environment where respect is granted to the individual, college property and leadership across all levels;
- Community – Through teamwork and communication, members are committed to fostering a forward thinking community where all opinions and ideas are shared freely;
- Integrity – Act with a sincere moral conscience to ensure transparency and accountability of actions.

Purpose

The Inter College Council, UQ Sport and the ten residential colleges at UQ are committed to ensuring that the ICC Competition environment is safe, respectful and free from all forms of harassment, and that students acknowledge their understanding that they and/or their team and /or their Student Club will face disciplinary action/penalties for any breaches noted in the ICC Code of Conduct Breaches and Penalties Table and/or within:

- Individual College's Code of Conduct Policy
- UQ Sport Code of Conduct Policy
- ICC Cultural Code of Conduct Policy
- ICC Community Code of Conduct Policy

Scope

This policy outlines the overarching principles governing the approach to addressing any breaches of behaviour by a participant or spectator - who is a member of a UQ residential college's Student Club or a resident of Union College - at any ICC Sport, ICC Cultural or ICC Community activity, which is inconsistent with the values of the ICC Values Statement.

Reporting or Breach

Reporting of any breach must be reported to UQ Sport via the online reporting form on the UQ Sport website.

Note matters may also be referred to UQ Security, The University of Queensland, or the Police, and would be subject to their processes and consequences.

Breaches

Should a college member be in breach of the applicable code of conduct, UQ Sport as the administrator of the ICC Competition will;

- A. investigate the alleged breach,
- B. advise the relevant Student Club(s) and College(s) of the alleged breach,
- C. request a right of reply from the affected individual(s) and/or Student Club(s),
- D. consult with the relevant Sub Committee (ICC SSC – Sport, ICC CSC-Cultural, ICC Community)
- E. and if satisfied that a breach has occurred impose a penalty or penalties.

Note: Any fines are to be paid to UQ Sport for donation to a charity to be determined by the ICC Community Sub-Committee. While fines remain unpaid, no further ICC points can be accumulated by that College.

ICC Code of Conduct Breaches and Penalties

A breach of the ICC Code of Conduct includes, but is not limited to:

Breach/Penalty	Individual	Student Club
1.GENERAL BEHAVIOUR All actions & behaviour are subject to both UQ and individual College fair treatment, bullying, harassment or similar policies. Any form of harassment, whether it be sexual, racial, religious, or otherwise will not be tolerated.	Level 1 Fines of up to \$250 Level 2 Forfeiture of up to 4 ICC Sport points, or the equivalent ICC Cultural Points	Level 1 Fines of up to \$500 Level 2 Forfeiture of up to 4 ICC Sport points, or the equivalent ICC Cultural Points
2.SPECTATOR BEHAVIOUR Support in sporting competitions should focus on positive encouragement, not negative criticism, or sledging. The vilification or abuse of other Colleges by spectators is not acceptable behaviour.	Level 3 Temporary or permanent ban from all ICC sporting, cultural and community events	Level 3 Temporary or permanent ban from all ICC sporting, cultural and community events
3.ALCOHOL POLICY Alcohol may only be consumed as per the UQ Alcohol and Other Drugs - Policy which is referred to in each of the College Sport Manual, College Cultural Manual, and College Community Manual		
4.INTER-COLLEGIATE BEHAVIOUR Any person caught vandalising, damaging or stealing from another College; any person gatecrashing another College's function or behaving inappropriately in relation to any ICC Sport, ICC Cultural or ICC Community activity.		

<p>5.COMPETITION IN ICC EVENTS</p> <p>All ICC competitors, in any form of ICC competition, should be familiar with the rules governing the eligibility to compete and understand the penalties covering unlawful participation. All sports are carried out under the ruleset by the governing state or national authority and may also be subject to special provisions under the ICC Constitution. Competitors should ensure they have a full knowledge of the relevant regulations before starting the competition.</p>		
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Appeals Procedure

Where a Students' Club President whose Students' Club individual member or team has received a sanction(s) forms the view that the sanction(s) imposed by UQ Sport are:

1. too severe, or
2. arrived at in contravention of the principles of natural justice

they may appeal to the ICC SSC – Sport, ICC CSC - Cultural or ICC CCSC - Community within 30 days of receipt of the sanction. After reviewing the matter, the ICC SSC – Sport, ICC CSC – Cultural or ICC CCSC – Community Subcommittee may:

1. confirm the sanction(s), or
2. require UQ Sport to reconsider the matter.

Notwithstanding Level 3 sanctions, prior to ICC SSC - Sport or ICC CSC – Cultural considering an appeal, the sanction(s) applied by UQ Sport must have been either paid or served. Where an appeal is returned for UQ Sport to reconsider, the effect of the sanction may be reversed.

If the relevant Subcommittee cannot, for whatever reason, make a determination on the matter, the matter is to be referred to the Heads of Colleges for review, mediation if required, and final determination by a majority vote after which no further appeal can be entered into. The Head/s of College of the involved College/s need to declare a conflict of interest and stand aside from the process.

Dissemination of Policy

UQ Sport, will ensure that this policy is included in the Inter-College Sporting Competition's College Sport Manual, the Inter-College Cultural Competition Handbook and the ICC Community Manual for dissemination to residents, staff, and other key stakeholders, including spectators, and is made accessible on the UQ Sport website. Colleges will;

- inform new residents and associate members about this policy prior to commencement, and/or at Welcome/Orientation Weeks as part of their induction to Colleges;
- inform returning residents each year about the Policy at relevant student information sessions including at the commencement of each academic year prior to the commencement of ICC Competitions.

Each College's Students' Club Executive and the Head of College, Union College, is to ensure that all members are aware of, and have read, understood and agreed to abide by this policy and the;

1. ICC Values Statement
2. UQ Sport Code of Conduct Policy
3. ICC Cultural Code of Conduct Policy
4. ICC Community Code of Conduct Policy

prior to participating in ICC activities.

Related Documents

Online Reporting Form	Available on UQ Sport website here
Inter-College Sport Competition Manual	Available on UQ Sport website here
Inter-College Cultural Competition Manual	Available on UQ Sport website here
Inter-College Community Manual	Available on UQ Sport website here
UQ Policies	UQ Alcohol and Other Drugs Policy UQ Prevention of Discrimination and Harassment Policy UQ Student Charter UQ Student Integrity and Misconduct Policy
UQ Residential College's Code of Conducts (Refer Individual College Websites and handbooks)	Cromwell College Duchesne College Emmanuel College Grace College International House King's College St John's College St Leo's College Union College Women's College

Complaints Procedure

Suggestions of non-compliance with the policy will be handled as per the UQ Sport Complaints Policy and can be directed to the CEO, UQ Sport via executive@uqsport.com.au or phone (07) 3365 6612. Complaints will be dealt with in confidence to a satisfactory resolution.



Approval and Review Details

Approval and Review	Details
Policy Approval Authority	Heads of College
Last Updated	15 December 2021
Review Date	30 November 2022
Policy Administrator	Heads of Colleges