Westpac Scholars Code of Conduct

Purpose:

Westpac Scholars is dedicated to fostering a community that is safe, inclusive and vibrant and is committed to ensuring high standards of personal and professional conduct from all members of our Scholars' community, including all current Scholars and Alumni in our W100 network.

To achieve this, there are four core values that guide our conduct, both as an organisation and a community. Being awarded a Scholarship comes with a responsibility to uphold these values and an expectation to behave, at all times, in a manner that reflects these values, as outlined in this Code of Conduct.

Westpac Scholars' guiding principle: Generosity of Spirit

What core values entail Generosity of Spirit?

1. Inclusivity
2. Giving Back
3. Integrity
4. Leadership

Inclusivity

- *Westpac Scholars come from all walks of life*. This is a core strength of our community.
- *Westpac Scholars are inclusive and respectful*. Diversity of background, ethnicity, sexuality, orientation, socioeconomic status, opinion, perspectives, and life experiences are respected and celebrated.
- *Westpac Scholars are collaborative and compassionate*. They work with each other to make Australia and the world a better place, for all.

Giving Back

- *Westpac Scholars are actively engaged* in the W100 Network.
- *Westpac Scholars take initiative and ownership* when something needs to be done. They put forward ideas and put those ideas into action.
- *Westpac Scholars are enthusiastic and eager* to give back to the communities that supported them.

Integrity

- *Westpac Scholars act ethically*. They value the needs of others and strive to do good.
- *Westpac Scholars are trustworthy and accountable*. They take ownership of their actions and are honest and up front.
- *Westpac Scholars act with humility and respect*. Everyone is an equal in this community, and everyone is respected.

Leadership

- *Westpac Scholars are resilient and adaptable.* Challenges are seen as an opportunity for learning and growth.
- *Westpac Scholars Learn and Grow together:* Nurturing connection, trust, confidence and community.
- *Westpac Scholars are innovative and passionate.* They challenge the status quo, aren't afraid to push boundaries and are unapologetic in their pursuit for change.

Inappropriate Behaviour

Behaviour considered inappropriate and/or inconsistent with the core values and associated behaviours expected of Westpac Scholars includes:

- Bullying, harassment or discrimination
- Sexual harassment, assault or misconduct
- Academic misconduct
- Violence, fraud, theft or any other criminal offence that could damage Westpac Scholar's reputation
- Misuse of Westpac, Westpac Scholars or W100 name, branding or affiliation
- Inappropriate use of social media
- Any conduct that may or is likely to cause reputational damage to Westpac, or Westpac Scholars
- Any other behaviour reasonably considered inappropriate by Westpac Scholars' CEO

Our Expectations

All Westpac Scholars are expected to adhere to this Code of Conduct, including to exhibit behaviour consistent with our core values, and their associated behaviours, and to not engage in Inappropriate Behaviour.

This expectation is always applicable, including when Westpac Scholars:

- Engage in activities, events or initiatives that relate to their Westpac Scholarship program, including, but not limited to:
    - Westpac Scholars Summit
    - Leadership Development Programs
    - Programs, conferences and events, including international exchanges and study programs, that are sponsored by Westpac Scholarship funding;
- Attend any activity, event or initiative relating to the W100 Network, including those hosted both online and in-person; and
- Are acting in their capacity as a Westpac Scholar, and/or as a representative of the Westpac Scholars Trust and its associated programs, both online and in-person.

Consequences & Recourse

If a Westpac Scholar fails to meet the expectations outlined in this Code of Conduct, as determined by the Westpac Scholars' CEO, or Westpac Scholars' Board of Directors, it may result in one of the following actions:

- Withdrawal of Scholarship – including the 'Westpac Scholar' title;
- Withholding or reimbursement of Scholarship funding;
- Exclusion from Westpac Scholars or W100 Network activities, events and initiatives – both online and in-person;
- Removal from Westpac Scholars or W100 communication or networking channels, including social media, Westpac Scholars' website, the W100 Hub and mailing lists;
- Or any other action that is considered appropriate, at our discretion.