



MSAND Code of Conduct

1. Purpose/Scope of Document

The Medical Students Association of Notre Dame (MSAND) on the School of Medicine Fremantle (SOMF) campus is committed to ensuring that our members are provided with a safe environment at all of our events. This document outlines the responsibilities of each member and standards of behaviour that are expected of each person attending our events. Should someone be found to breach this code of conduct the consequences are outlined as well. These responsibilities also apply to members when attending events run by SOMF and events run by AMSA. Signing up as a member of MSAND requires that each individual agree and adhere to our Code of Conduct.

This document was approved, in principle, by Jarrad Zylstra (MSAND President) and Eugenia Hutton (MSAND Vice President Internal) on 01/05/2022 and applies to all current and future members.

2. COVID-19

2.1. MSAND event attendees have responsibilities as members of the public to follow government guidelines for behaviour in response to COVID-19. MSAND members, as medical students, have additional responsibilities to ensure the safety of patients that they encounter whilst on placement. At all events, all attendees must adhere to local public health guidelines and will be required to follow all COVID Safety Guidelines provided by the university or venue hosting the event.

2.2. These guidelines will be published by the event organisers and when purchasing a ticket, event attendees will be required to tick to confirm they have read and agreed to these guidelines. The same standards apply to those who attend non-ticketed events, and these guidelines will be posted within the Facebook event description. By clicking “going” on the event or by attending the event, all attendees agree to comply with these health guidelines.

2.3. All events during 2022 will follow the current Australian and Western Australian Government Recommendations. This includes but is not limited to:

- Non-attendance at events whilst suffering from flu like symptoms
- No use of communal re-usable equipment



2.4. Attendees of MSAND events who intentionally fail to comply with current Australian and West Australian government recommendations will receive two warnings. These warnings will be provided by the MSAND Executive and the Organisers of the event. Should a third warning be required, the attendee will face the following consequences:

2.4.1. They will be immediately ejected from the event without refund or compensation;

2.4.2. Be required to contact the MSAND Secretary secretary@msand.org.au via email to confirm knowledge of the restrictions before attendance of another MSAND event.

2.4.3. If found to be refusing to follow guidelines at a third event, the attendee will be evicted from the event and will be banned from all future 2021 MSAND events.

2.5. These guidelines will be revised as the COVID situation evolves in Western Australia and are subject to change.

3. Alcohol

3.1. Alcohol is served at many MSAND events for the enjoyment of our Members. MSAND promotes responsible consumption of alcohol at all of our events. This includes only serving alcohol to members over 18 years of age. Where possible, discounted 'non-Alcohol' tickets to events are available for members who are under 18 or choose not to drink alcohol.

3.2. Members are encouraged to drink responsibly and know their own limits regarding alcohol consumption. Drinking to intoxication is dangerous for your health and can put yourself at an increased risk of physical harm.

3.3. While drinking alcohol, you remain responsible for your own actions and, should they breach any of the rules and responsibilities within this document, MSAND reserves the right to take appropriate action outlined in under the behaviour matrix and refuse entry to subsequent events.

4. Drugs and Illicit Substance

4.1. The MSAND has zero tolerance for illicit substances including Prescription Medications that are misused at any of its events. Where the use, misuse, distribution, sale or possession of drugs could constitute a criminal offence, the MSAND committee members and event organiser reserve the right to report such conduct to the appropriate authorities.

4.2. The use of Prescription Medication is permitted provided they have been lawfully



prescribed for the particular individual and are used as directed by the prescribing practitioner.

4.3 Any members found to be in possession or under the influence of illicit substances at any MSAND events may, at the discretion of the MSAND Executive or event organisers, be evicted from the event and may be prohibited from attending future events.

5. Behavioural Standards

5.1. MSAND has zero tolerance for behaviour that:

- Is against the law;
- Places others in danger; and,
- Reflects poorly on other medical students or generally tarnishes the reputation of medical students studying at UNDF

5.2. Examples of such behaviour include, but are not limited to:

- Verbal abuse and verbal harassment;
- Physical abuse and physical assault;
- Sexual harassment and sexual assault;
- Theft;
- Damage to property, and;
- Cyberbullying

5.3. Members of the MSAND are responsible for their own actions and will be held accountable by the MSAND Executive with appropriate action taken according to 6. The Behaviour Matrix.

5.4. The MSAND cannot, and will not, protect Members from persecution by the Police or other law enforcement agency should they break the law.

5.5. Should a Member of the MSAND be found to have stolen goods or damaged property at an event venue, they will be required to pay for damages and/or return/replace any stolen items.

5.6. The MSAND Executive reserves the right to evict any Member that contravenes the details of this document from any event and prohibit entry into subsequent MSAND events. Disciplinary action will be determined using the Behaviour Matrix as per the MSAND Behaviour Management Procedures.



6. The Behavioural Matrix

6.1. The behaviour matrix will be used as a reference by the relevant authority outlined in clause 6.3. when an MSAND member or event attendee is found to be in breach of the MSAND Code of Conduct.

6.2. The decision and action taken will correspond to the relevant behaviour that is found to breach the MSAND code of conduct and in line with the following conditions:

6.3. Each behavioural breach can be assessed, and appropriate action taken by the corresponding MSAND authority and under the following circumstances:

6.3.1. Ejection from the current event: any single event organiser and/or any MSAND executive committee members present.

6.3.2. A single event ban for the next major event: the MSAND executive. 6.3.3. Event ban for the remainder of calendar year: the MSAND executive. 6.3.4. Life Ban from MSAND events: the MSAND committee.

6.4. Each number indicates the order of action taken by the MSAND Executive or Committee for the first and subsequent incidents of behaviour breaches where:

- 1 represents the first action to be taken for a given behavioural breach;
- 2 represents the second action taken when an individual commits the same behavioural breach for a second time.
- 3 represents the third action taken when an individual commits the same behavioural breach for a third time.
- 4 represents the fourth action taken when an individual commits the same behavioural breach for a fourth time.

6.5. Actions will be implemented simultaneously where duplicate numbers occur within the same row.

6.6. When multiple breaches of the code of conduct occur, the MSAND executive will apply the more severe punishment where appropriate.

6.7. A life ban from MSAND events will remain in effect for the individual's time as a medical student and in the future as a doctor. This decision will be made and cannot be reversed by subsequent committees.



Behavioural Breach	Ejection from current event	Single event ban for next major event	Event ban for remainder of calendar year	Life ban from MSAND events
Rude/disrespectful to other attendees, volunteers, staff, or public	1	2	3	4
Harassment (name-calling, unwanted attention, offensive remarks)	1	1	2	4
Aggressive or intimidating behaviour	1	1	2	4
Destruction of property (accidental)	1	2	3	4
Destruction of property (intentional)	1	1	2	3
Physical or sexual assault	1			1
Possession, use, or distribution of illicit substances	1			1
Drink spiking	1			1



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