

|                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|-------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Policy Name</b>      | <b>CODE OF CONDUCT-STAFF</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Policy Number</b>    | <b>G000 (Governance)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Purpose</b>          | To specify the requirements and inform staff of their obligations and how to conduct themselves while engaged in teaching and related activities.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Scope</b>            | <p>The Code applies to:</p> <ol style="list-style-type: none"> <li>1. All Whitehouse staff (including casual staff) (referred to in this document as “staff”)</li> <li>2. Affiliates and stakeholders of Whitehouse across all Campuses, including members of Boards of Whitehouse, and any other person appointed or engaged by Whitehouse to perform duties or functions on their behalf.</li> <li>3. Visitors to Whitehouse campuses, such as parents and guardians of students enrolled in Whitehouse education programs.</li> </ol>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Policy Statement</b> | <p>This Code of Conduct (The Code) specifies the minimum standards and obligations Whitehouse Institute of Design, Australia (Whitehouse) expects of its staff, affiliates and visitors in respect of their professional and personal conduct in a way that upholds Whitehouse objectives and values.</p> <p>The Code reflects and is intended to advance the mission of Whitehouse to promote <b>and</b> uphold academic freedom and freedom of speech, scholarship, critical and open inquiry, creativity, innovation and entrepreneurship, as well as to secure the observance of its values of tolerance, integrity, respect, fairness, and ethical behaviour.</p> <p>The staff and affiliates at Whitehouse are expected to perform their work in a collegial manner, and to carry out their duties with efficiency, fairness, impartiality, and honesty. Compliance with The Code will foster and maintain students, staff, and public trust and confidence in the integrity and professionalism of Whitehouse.</p> <p>The Code of Conduct for Staff should be read in conjunction with the other approved policies and procedures of Whitehouse listed under ‘Key related documents’ <b>in this policy</b>. Failure to abide by the provisions of The Code or related Whitehouse policies and procedures may lead to disciplinary action.</p> |
| <b>The Code</b>         | <p><b>Respect for Law and Governance</b></p> <p>Whitehouse upholds the right of staff to exercise academic freedom and freedom of speech and takes a zero-tolerance approach to forms of bullying, discrimination, harassment, sexual assault, sexual harassment, and other forms of threatening and/or harmful misconduct.</p> <p>All Whitehouse staff are required to observe and comply with relevant Federal and State legislation, regulation, and related documents, and with Whitehouse policies and procedures.</p> <p>Whitehouse governance will evidence respect, transparency and procedural fairness in all decision making and in supervision and otherwise communicating with staff and students.</p> <p>Whitehouse Management is committed to creating and maintaining a safe, efficient, and healthy work/study environment in consultation with staff and in compliance with work health and safety legislation, regulations, and codes of practice by identifying hazards, assessing any associated risks, controlling risks and reviewing control measures to ensure their effectiveness.</p>                                                                                                                                                                                                                                     |

### **Personal and Professional Conduct**

In performing their Whitehouse duties and functions, the behaviour and conduct of staff and affiliates must be informed by this policy. Whitehouse staff professional conduct includes but is not limited to:

- Maintaining and developing knowledge and understanding of their area of expertise or professional field
- Exercising their best professional and ethical judgment and carry out their duties and functions with integrity and objectivity
- Upholding academic freedom and freedom of speech
- Acting diligently and conscientiously
- Acting fairly and reasonably, and treating students, staff, affiliates and visitors to Whitehouse and members of the public with respect, impartiality, courtesy, and sensitivity
- Maintaining a cooperative and collaborative approach to working relationships, and always respecting professional boundaries between staff and students
- Making every effort to ensure that the workplace is free from all forms of bullying, harassment, discrimination and assault by not engaging in behaviour that can be construed as discriminating against, bullying or harassing or assaulting other staff, students, members of the public or other persons with whom they may interact on campus grounds of (including but not limited to), gender, sexual preference, marital status, pregnancy, age, race, ethnic or national origin, physical or intellectual impairment or political or religious convictions.
  - i. Any of the behaviours referred to in this clause may constitute a legal offence and will be considered a serious breach of Whitehouse policies.
  - ii. Whitehouse takes a zero-tolerance approach to sexual assault, sexual harassment, and other forms of harmful misconduct
- Understanding and applying the principles of equal opportunity and ensuring that employees are informed of these principles which refer to gender, sexual orientation, race, cultural background, religion, or political conviction
- In addition to adhering to the above, any on-site contractors must maintain adequate security of Whitehouse premises and must maintain security of keys and swipe-cards issued to them for the purposes of opening, accessing and using Whitehouse buildings, vehicles, equipment and other facilities. Keys and access devices are to be used only in the performance of approved and scheduled duties. Use for any other purpose requires prior authorised approval.

### **Work Health & Safety**

While at work or performing duties or functions for Whitehouse, staff and affiliates must:

- Comply with Whitehouse G002 Critical Incident policy and procedure
- Cooperate with management in maintaining a safe, efficient, and healthy work/study environment that complies with work health and safety legislation, regulations, and codes of practice
- Take reasonable care for their own health and safety and the health and safety of others who may be affected by their acts or omissions at work
- Take care not to put themselves or other Whitehouse community members at risk or reducing their ability to carry out their duties through the misuse of alcohol or drugs. Under no circumstances should staff or affiliates attend for duty under the influence of alcohol or drugs.
- Not using mobile devices (phones, tablets, I-pads, or other hand-help equipment) while walking on campus grounds when not engaged in class teaching activities. The use of hand-held mobile devices (texting, social media, emailing, posting content) while walking is dangerous and poses unacceptable risks of physical harm and should be

always avoided. This applies to all people while on campus grounds, as specified in the Scope of the Policy.

- not using mobile devices (phones, tablets, I-pads, or other hand-help equipment) on or off campus grounds **for personal reasons** when engaged in classroom teaching and / or related activities (e.g. taking students on field trips)

### **Conflicts of Interest**

Staff must avoid conflicts of interest arising between their personal interests and their official duties, obligations, and responsibilities to Whitehouse. Staff shall take care to ensure that no actual or perceived conflict of interest arise:

- Whitehouse staff should avoid situations in which their private interests (including personal relationships, between staff or between staff and students) conflict with or influence judgments made during their professional duties and raise perceptions that an unfair benefit may have been obtained
- Staff must not accept gifts, donations or gratuities from prospective course applicants, currently enrolled students, affiliates, or visitors
- Exceptions may include small tokens of appreciation (e.g. flowers or a small cake or chocolates), but only when presented to Whitehouse on behalf of a nominated teacher(s) and not to a specific individual(s).
- Once students complete their course, graduate and leave Whitehouse they are not subject to the above restrictions on staff regarding gifts and donations presented by private citizens
- Whitehouse staff should take particular care not to take part in academic matters in relation to any student with whom they have a personal relationship including:
  - assessment procedures including postgraduate supervision
  - selection for entry to any Whitehouse course or program, award or prize, or activity where selection depends on a judgment other than a pre-determined score or grade in which they have not been involved

Potential conflicts of interest should be assessed in terms of the likelihood that staff possessing a particular interest could be improperly influenced, or might appear to be improperly influenced, in the performance of their duties or in decisions made on a particular matter.

Those who believe they may be involved in, or that a situation may arise involving a conflict of interest, must inform and seek advice, as appropriate, from their supervisor or management, who will then determine what action is to be taken.

Failure to disclose a potential or actual conflict of interest by Whitehouse staff may render decisions null and void and can lead to disciplinary proceedings.

### **Learning and Teaching practices**

Whitehouse staff are expected to:

- Maintain a commitment to professional standards in teaching, research, administration, and industry involvement
- Promote and uphold academic freedom and freedom of speech that does not contravene applicable State or Federal legislation (such as defamation and privacy laws) and provided that if disputes arise, the provisions of this Code and Whitehouse procedures are observed
- Express themselves using critical judgment and scholarship, subject to confidentiality obligations covered by Federal and State laws and statutes and relevant Whitehouse policies and procedures
- Provide feedback to students on their work in a timely, constructive, and professional manner

- Assess their work fairly, objectively, and consistently across the candidature for their subject/s or unit/s of competency.

### **Whitehouse Staff Professional Practice**

At all times, Whitehouse expects its staff to:

- Arrive at work and class on time and remain in class for the duration
- Notify the Executive Director of any prescribed medication they are taking that may affect their ability to work effectively
- Notify the Executive Director by phone by 8:00pm of any illness that will necessitate them taking leave from work the following day
- Conduct **all** Whitehouse communication using **only** the official Whitehouse email and phone systems, including Whitehouse email addresses and phone numbers (emergency situations and special circumstances notwithstanding, e.g. a medical emergency)
- **Not** communicate with students via personal social media apps (e.g. Facebook; Whats app; X; Instagram, etc...)
- Avoid engaging in personal communication during work hours except in the case of an emergency, particularly during class times and meeting times
- Notify Whitehouse Administration of any change in personal details, including change of address, phone number or personal email address within five working days of the change.

### **Privacy and Confidentiality, Private and Intellectual Property**

At all times, Whitehouse expects its staff to respect privacy laws and confidential information given to them in the course of their employment by:

- Not making any public comment on Whitehouse staff, students, administration, or educational programs without prior authority from the Executive Director
- Maintaining integrity, confidentiality and privacy of Whitehouse records and information to which they have access in the course of their employment
- Using official information only for the work-related purpose intended and not for other reasons, including personal benefit
- Treating all Whitehouse operational and educational information as strictly Commercial in Confidence
- Taking all reasonable precautions to prevent unauthorised access to, or misuse of, Whitehouse records and information, computers used for administrative purposes or the Whitehouse network
- Logging off and shutting down computers used for administrative purposes when not at your workstation
- Ensuring they do not disclose, offer to supply, or disseminate any confidential or private Whitehouse records or information except when authorised to do so as part of their normal duties, or unless specifically authorised by Whitehouse policy, State or Commonwealth law, court order or other legal instrument
- Taking reasonable steps to ensure that any private or confidential information in any form (computer files, hard copies) remains secure and cannot be lost or destroyed; cannot be accessed, disclosed, used, or modified by unauthorised people; and that sensitive information is only discussed with people who are authorised to have access to it
- Reporting in confidence to their supervisor or to the Executive Director any actual or suspected misuse of information, or any actual or suspected breach of the provisions of this Code. Privacy and confidentiality must be maintained in all such cases, and particular care should be taken to avoid vexatious or malicious allegations without reasonable evidence
- Not breaching **Whitehouse Intellectual Property**

|                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|-----------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                             | <ul style="list-style-type: none"> <li>○ Unauthorised access to, disclosure or use of confidential information may result in disciplinary proceedings for misconduct.</li> </ul> <p><b><u>Professional Development &amp; Secondary Employment</u></b></p> <p>Whitehouse expects its staff to:</p> <ul style="list-style-type: none"> <li>○ Maintain and enhance their skills, scholarship, and expertise, and keep up to date the knowledge associated with their field or area of work. High standards of performance and a keen focus on client service are expected</li> <li>○ Conducting research in an ethical manner</li> <li>○ If employed by Whitehouse on a permanent full-time basis and wishing to engage in any outside work, including private practice, seek approval from the Executive Director or the delegated nominee who is authorised to approve or not approve such requests.</li> <li>○ If employed on a permanent part-time basis, not accepting outside work where it may cause a direct or indirect conflict with their duties at Whitehouse, otherwise adversely impact the conduct of Whitehouse work or reflect poorly on the reputation and public standing of Whitehouse. If there is any doubt, the potential direct or indirect conflict must be reported to and discussed with the Executive Director</li> <li>○ If employed on a casual basis, discuss with the Executive Director any other employment that could be, or perceived as, a conflict of interest.</li> </ul> <p><b><u>Use of Whitehouse Resources</u></b></p> <p>Whitehouse staff are expected to:</p> <ul style="list-style-type: none"> <li>○ Use Whitehouse teaching materials and resources in an efficient manner and for Whitehouse purposes only unless express permission has been granted for non-Institutional or private usage</li> <li>○ Not access or transfer pornographic or other inappropriate material through Whitehouse information and communication technology resources</li> <li>○ Use Whitehouse mail, telephones (including mobile phones), email, and internet for work purposes only. Excessive or unauthorised personal use of any of these facilities can lead to Whitehouse taking disciplinary action against a staff member and commensurate action against affiliates. Emails (including personal emails) always remain the property of Whitehouse and may be accessed under court orders, Freedom of Information requests.</li> </ul> |
| <b>Definitions</b>          | <p><b>Staff:</b> means an employee of the Whitehouse Institute of Design Australia including a casual employee.</p> <p><b>Student:</b> means all students enrolled in a program at Whitehouse included but not limited to fee paying students, FEE-HELP students, VET Students, International students, Summer School Students, students on work experience.</p> <p><b>Affiliate:</b> means a conjoint and honorary appointee, a consultant or contractor to Whitehouse, a member of any Whitehouse Committee or any other person appointed or engaged by Whitehouse to perform duties or functions on its behalf.</p> <p><b>Visitors:</b> means people who are visiting a Whitehouse campus for any purpose and includes parents and guardians of students enrolled in a Whitehouse program.</p> <p><b>Whitehouse Committee:</b> means any committee or governing body established or with the authority of Whitehouse.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Relevant Legislation</b> | <p><b>Commonwealth:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Anti-Discrimination Act 1991</a></li> <li>• <a href="#">Guide for Preventing and Responding to Workplace Bullying (Safe Work Australia)</a></li> <li>• <a href="#">Age Discrimination Act 2004 (Cth)</a></li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |

|                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                              | <ul style="list-style-type: none"> <li>• <a href="#">Disability Discrimination Act 1992 (Commonwealth)</a></li> <li>• <a href="#">Human Rights and Equal Opportunity Commission Act 1986 (Cth)</a></li> <li>• <a href="#">Education Services for Overseas Students Act 2000 (Cth)</a></li> <li>• <a href="#">Fair Work Act 2009 (Cth)</a><a href="#">Anti-Discrimination Act 1977 (NSW)</a></li> <li>• <a href="#">Racial Discrimination Act 1975 (Commonwealth)</a></li> <li>• <a href="#">Sex Discrimination Act 1984</a></li> <li>• <a href="#">Sex Discrimination Amendment (Sexual Orientation, Gender Identity and Intersex Status) Act 2013 (Cth)</a></li> <li>• <a href="#">The National Employment Standards</a></li> </ul> <p><b>NSW</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Disability Inclusion Act 2014 No 41 (NSW)</a></li> <li>• <a href="#">Work Health and Safety Law and Policy (NSW)</a></li> <li>• <a href="#">Crimes Act 1900 (NSW)</a></li> <li>• <a href="#">Privacy and Personal Information Protection Act 1998 (NSW)</a></li> </ul> <p><b>Victoria</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Disability Act 2006 (VIC)</a></li> <li>• <a href="#">Equal Opportunity Act 2010 (VIC)</a></li> <li>• <a href="#">Racial and Religious Tolerance Act 2001 (Victoria)</a></li> </ul> <p><b>Queensland</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Discrimination Human Rights Commission - Queensland</a></li> <li>• <a href="#">Fair Work - Queensland</a></li> </ul> |
| <b>Key Related Documents</b> | <ul style="list-style-type: none"> <li>• Code of Conduct (Students)</li> <li>• G020 Bullying, Harassment and Discrimination Policy and Procedure</li> <li>• G025 Sexual Assault, Sexual Harassment Policy and Procedure</li> <li>• A005 Academic Grievance and Appeals Policy and Procedure (Academic)</li> <li>• G005 Grievances and Complaints Resolution Policy and Procedure (Non-Academic)</li> <li>• A007 Academic Freedom and Freedom of Speech Policy</li> <li>• G008 Privacy Policy and Procedure</li> <li>• A016 Academic Integrity Policy and Procedure</li> <li>• A002 Assessment Policy and Procedure</li> <li>• G018 Student Wellbeing and Support Services Policy and Procedure</li> <li>• A019 Supporting Students Policy and Procedure</li> <li>• G002 Critical Incident Policy and Procedure</li> <li>• A009 Progression and Exclusion Policy and Procedure</li> <li>• Staff Handbook</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Responsible Officer</b>   | Chief Executive Director                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |

|                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|-----------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Approval Authority/ Authorities</b>        | Board of Governors                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Date Approved</b>                          | 01/06/2024                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Date of Commencement</b>                   | 02/06/204                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Date for Review</b>                        | 01/06/2027                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Documents superseded by this Procedure</b> | 001 - Code of Conduct Policy 2012                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Amendment History</b>                      | <p><b>04/2026</b></p> <ul style="list-style-type: none"> <li>Added a purpose statement</li> <li>Minor updates related to the revised A007_HE and A007_VET Free Intellectual policy (re-titled Academic Freedom and Freedom of Speech), and the new G029 policy: Using mobile phones and personal devices, students and staff policy</li> <li>Checked and updated the Definitions, Relevant Legislation and Key Related Documents sections.</li> </ul> <p><b>06/2024</b></p> <ul style="list-style-type: none"> <li>Re-approval</li> <li>Checked and updated Relevant Legislation links and Key Related Documents sections</li> </ul> <p><b>11/21</b></p> <p>Updated sections relating to staff receiving gifts, gratuities, donations related to Conflict of Interest</p> <p>Updated Definitions</p> <p>Updated Key Related Documents</p> <p>Checked all links / URLs and corrected where needed.</p> <p><b>06/2021</b></p> <p>Re-approval</p> <p><b>07/2018</b></p> <p>Code of Conduct separated into a Code of Conduct - Staff, and Code of Conduct - Students</p> <p><b>03/2018</b></p> <p>Reviewed and amended, changed formatting</p> <p><b>09/2012</b></p> <p>Reviewed and amended</p> |

|                                                                  |                                                                                                                                                              |                          |                   |
|------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|-------------------|
|                                                                  | <b>27/08/2007 Prior Approval</b><br>Changed formatting – included procedure and policy in one document<br>Minor adjustments and inclusions to policy wording |                          |                   |
| <b>Signed and dated<br/>for Whitehouse<br/>Institute Pty Ltd</b> |                                                                             | <b>Leanne Whitehouse</b> | <b>01 06 2024</b> |
|                                                                  | <b>Signature</b>                                                                                                                                             | <b>Name</b>              | <b>Date</b>       |



| INFORMATION FOR PUBLISHING ON POLICY REGISTER |                                                                                                                                          |
|-----------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|
| Category                                      | Governance                                                                                                                               |
| Stakeholders                                  | Academic Board<br>Executive Management<br>Academic Staff<br>Administration Staff<br>Applicants to Programs<br>Contract Staff<br>Students |