



**UOW
PULSE**

UniClubs

Contravention of Policy

Where there is an alleged breach of the Behavioural Code of Conduct, all information must be treated confidentially by all parties involved. All parties will not be treated detrimentally because they have made an alleged complaint. It is unlawful to victimise a person for making a legitimate complaint of unlawful discrimination of sexual harassment.

If, after an investigation by the UOW Pulse team, breaches are have found to have occurred, one or several of the following actions may be taken:

- A club or society, or UniClubs Member receives an official warning notification that the Code of Conduct has been breached
- An official written warning issued to the clubs or society, or UniClubs Member notifying them of the breach. Ramifications could include all room and stall bookings being revoked, funding or facility approvals stopped until the end of semester and participation in UOW Pulse events will not be accepted. If a second official warning is issued in the last 3 weeks of session, the ramifications will also be enforced in the following semester.
- A meeting arranged with UOW Pulse representatives including the Clubs and Societies Coordinator and the Student Experience Manager. The outcomes of this meeting are at the discretion of UOW Pulse and may include the expulsion of the individual and/or disaffiliation of the club or society from the UniClubs program.

Potential ramifications for breaching the Code

- A UniClubs Member may have their club or society membership ceased and may face stronger action from UOW if the UOW Code of Conduct has been breached
- A non-student UniClubs Member may have their club or society membership ceased
- If required, the matter may be forwarded to the UOW Complaints Management Centre, UOW Security or the legal authorities

The complainant is afforded the right to appeal any decision made to UOW Pulse and can do so by emailing: pulse-uniclubs@uow.edu.au