



Policy Document Administrator	Vice-Chancellor
Policy Document Approver	Council
Responsible Body/Person	Vice-Chancellor
Next Review date	15 Aug 2029
Superseded documents	None
Related documents	Faculty Qualifications Policy, Christian Foundation Policy
Related HE Standards	2.3, 3.2, 5.4, 6.1, 6.2, 6.3, 6.4
Related National Code (ESOS) Standards	6, 11
Related National Code (GBV) Standards	2, 3

1. PURPOSE

To set out expectations for AUT **academic staff** who teach AUT **Courses** to AUT **students**.

2. DEFINITIONS

Definitions for any words in **Bold** in this document can be found in the [Policy Glossary](#). The first instance of each defined term has been outlined in bold.

3. SCOPE

This policy applies to all academic staff across the University and all its **Affiliated Colleges**.

4. POLICY STATEMENT

The University has high personal expectations of all faculty who teach AUT courses. The expectations of AUT academics include: (i) Christian beliefs in accordance with the AUT **Christian Foundation**; (ii) requirements related to Gender-based Violence/Sexual Assault and Sexual Harassment (GBV/SASH), and (iii) other forms of appropriate behaviour. The university's expectations of academics complement similar expectations at Affiliated Colleges, such as codes of conduct.

5. POLICY APPLICATION

Christian beliefs

5.1 AUT and Affiliated College academics who teach in AUT Courses affirm their personal understanding and acceptance of, and agreement to, the AUT's Christian Foundation as an essential and ongoing condition of approval to teach in AUT Courses.

5.1.1 An exception to the requirements of 5.1 may be approved by the Vice-Chancellor (or delegate) or an Affiliated College Principal in the case of **Guest Lecturers** where such approval supports AUT teaching and learning.

5.1.2 An exception to the requirements of 5.1 may be approved by the Vice-Chancellor (or delegate) or the Research Committee in the case of **Co-Supervisors** or **Adjunct Supervisors of Higher Degrees by Research** where such approval supports AUT teaching and learning.

5.1.3 Any exception to the requirements of 5.1 for academic staff other than 5.1.1 and 5.1.2 must be approved in writing by the Vice-Chancellor.

5.2 Academics must also meet the Christian belief requirements of their Affiliated College.

Gender-based Violence/Sexual Assault and Sexual Harassment (GBV/SASH)

5.3 AUT and Affiliated College academics must meet all requirements of AUT's GBV/SASH Policy and Procedure. This includes the following requirements from the National Code to Prevent and Respond to Gender-based Violence:

- Comply with the Working with Children Check requirements of their governing State or Territory;
- Declare whether they have been investigated for an allegation of Gender-based Violence, or determined to have engaged in conduct that constitutes Gender-based Violence;
- Declare any existing or previous intimate personal relationship they have with:
 - (i) an employee, where one employee has, or is likely to have, any supervisory, oversight or decision making responsibilities in relation to the other employee
 - (ii) a Student, where the employee has, or is likely to have, any academic or other decision-making responsibilities in relation to the Student

NB: In cases where this situation applies, a conflict management plan that includes permanent alternative teaching, research or working arrangements as necessary needs to have been approved by the relevant Principal; and

- Complete as part of their onboarding process, and subsequently on at least an annual basis, GBV/SASH Training Module 1, which includes education and training on responding to Disclosures.

5.4 Academics are required to promptly notify their Affiliated College Principal and the Vice-Chancellor of any issue which might impact their ability to meet these ongoing requirements.

Appropriate Behaviour

5.5 Academic staff must behave appropriately towards students and staff at all times and conduct themselves in a professional and respectful manner. This includes not engaging in:

- bullying, intimidation, threatening behaviour or victimisation;
- racism, discrimination or vilification;
- harassment, including sexual assault, sexual harassment and gender-based violence;
- inappropriate intimate personal relationships with students or staff;
- inappropriate interactions with students or staff which misuse, abuse or exploit authority or a power imbalance, or breach professional boundaries (e.g., manipulative behaviour);
- inappropriate, biased or unprofessional assessment, feedback or marking;

- excessive gift giving or provision of other benefits to students or staff;
- inappropriate contact or communications with students or staff, or their family members or friends, including through social media;
- fraud, corruption, criminal activity or other dishonest conduct;
- conflicts of interest, undue favouritism or nepotism;
- misuse of confidential information, student records or university systems;
- misuse of alcohol or other substances that adversely affect performance, safety or wellbeing;
- academic misconduct by staff, including falsification of records or plagiarism;
- neglect of professional responsibilities that places students or others at risk; and
- covering up, facilitating, or failing to report serious misconduct by other staff.

Where staff are unsure if a particular behaviour is covered by the requirements of this clause, it is their obligation to first consult with their Principal (or for AUT Office staff, with the Vice-Chancellor).

- 5.6 Academic staff must also conduct themselves in accordance with biblical expectations of godly behaviour, including ongoing involvement with a church or equivalent Christian faith community.
- 5.7 While the AUT and its Affiliated Colleges encourage a teaching and learning experience that includes whole-of-life formation, academics need to be aware of appropriate professional boundaries in their interactions with students and staff, and should avoid unhealthy relationships that involve emotional over-connection, favouritism and/or secrecy.
- 5.8 Academics are also expected to meet the behavioural requirements of their Affiliated College as specified in a code of conduct or equivalent documents.

Application of Expectations

- 5.9 Prior to a new academic being authorised to teach AUT Courses, the academic must meet the expectations of this Faculty Expectations Policy and the Faculty Qualifications Policy. The approval process in relation to this policy for (i) coursework teaching will be determined by the Vice-Chancellor in consultation with the Chair of the Academic Board and the Chair of the Academic Quality Committee, and (ii) higher degrees by research by the Vice-Chancellor in consultation with the Deputy Vice-Chancellor (Research) and the Chair of the Research Committee.
- 5.10 Current academics must meet the requirements of this policy prior to the commencement of Semester 1, 2027, or if they are not teaching in Semester 1, 2027, then prior to their next period of teaching.
- 5.11 Academics must continue to meet all the expectations of this policy, and it is the responsibility of each academic to promptly notify the Vice-Chancellor and the academic's Affiliated College Principal if the academic does not meet all expectations. A failure to provide prompt notification may result in a prohibition on teaching AUT courses.

- 5.12 The AUT Office will maintain a list of all approved academics, and any information relevant to these approvals. Where relevant, confidential information will be held only by the Vice-Chancellor and the relevant Affiliated College Principal.
- 5.13 Concerns about, or breaches of, the expectations described in this policy by an AUT academic should normally be raised in the first instance with the Principal of the relevant Affiliated College (or if the concerns relate to the Principal, with the Board Chair of the Affiliated College). The Principal will then consult with the Vice-Chancellor to determine an appropriate response in keeping with AUT's general processes for investigations and procedural fairness. In special circumstances, concerns can be raised directly with the Vice-Chancellor (or if the concern relates to the Vice-Chancellor, with the AUT Chancellor).
- 5.13.1 Where concerns raised with the Vice-Chancellor relate to an academic at an Affiliated College, the Vice-Chancellor will consult with the relevant Principal (or Board Chair if the concerns relate to the Principal).
- 5.13.2 Where a breach of this policy results in a current academic being prohibited from teaching within the AUT (including HDR supervision), the Vice-Chancellor will work with the relevant Principal(s) to make alternative arrangements for any ongoing teaching, and with the relevant Principal(s) and the Deputy Vice-Chancellor (Research) for supervision.
- 5.14 For teaching in coursework awards, the AUT will maintain an up-to-date list, available through the Moderation Portal, of academics who are approved to teach within the AUT (that is, academics who from Semester 1, 2027 onwards meet the requirements of both this Faculty Expectations Policy and the Faculty Qualifications Policy).
- 5.14.1 It is the responsibility of a Principal (or delegate) to consult this list prior to considering making any academic staff appointment (including casual and honorary academic staff).
- 5.14.2 If an academic is not currently approved to teach, the Principal (or delegate) must contact the Academic Quality Officer in the AUT Office about the process for potential approval.
- 5.15 For supervision of HDR candidates, the AUT Research Department will maintain an up-to-date list of approved AUT **Supervisors** (that is, supervisors who from Semester 1, 2027 onwards meet the requirements of both this Faculty Expectations Policy and the Supervisor and Supervision Policy).
- 5.15.1 It is the responsibility of the Deputy-Vice-Chancellor (Research), on behalf of the Research Committee, to consult this list prior to considering approval of any HDR Supervisor.
- 5.15.2 If an academic is not currently approved as a supervisor, the Deputy Vice-Chancellor (Research) will discuss with the Principal (or delegate) about the process for potential approval.
- 5.16 The Vice-Chancellor will maintain a list of any academic who has been provisionally, temporarily or permanently prohibited from teaching AUT courses, and/or HDR supervision, at any AUT Affiliated College.

5.16.1 If an academic is proposed under the process in 5.14.2 who is on the prohibited list, the Vice-Chancellor will inform the Principal.

5.16.2 If an academic is proposed under the process in 5.15.2 who is on the prohibited list, the Vice-Chancellor will inform the Deputy Vice-Chancellor (Research) and Principal.

6. QUALITY ASSURANCE

This policy will be evaluated by Council through discussion with Affiliated College Principals, and through AUT Office (and relevant Committee) review of implementation of Policy processes.

7. RELATED DOCUMENTS AND LEGISLATION

Higher Education Standards Framework – Threshold Standards (2026).

National Higher Education Code to Prevent and Respond to Gender-based Violence.

8. VERSION HISTORY

Version	Approved by	Approval Date	Effective Date	Changes made
1.0	Council	15 August 2026	15 August 2026	New Policy

Any hard copy of this electronic document may not be current as the University regularly reviews its policies. The latest version can be found online