



Preamble

This Code of Professional Standards complements the role descriptions by articulating appropriate and expected conduct of Student Leaders in Residence as responsibilities are carried out on behalf of Dalhousie University.

Policies and Procedures

A. Your acceptance of a Student Leader in Residence position implies that you are in agreement with the general policies, procedures, protocols and objectives of the University; therefore, you will conduct yourselves accordingly.

B. As student leader, you are responsible for enforcing all rules, regulations, procedures and policies with consistency and fairness.

Student Support and Confidentiality

A. Your primary obligation is to respect the integrity and ensure the health, safety, and security of the students for whom you are responsible. If you become aware of situations where the health, safety, or security of a resident, student leader, or guest may be compromised, you have the responsibility to immediately report the situation to your supervisor or the Residence Life Manager on-call.

B. As a student leader, any information resulting from the peer advising relationship must be kept confidential; however, you are obligated to recognize the limits of your training and skills, and refer students to the appropriate professionals (e.g., Residence Life Managers, Counselling Services, Mobile Crisis Unit, Security Services) when necessary and immediately communicate the situation to your supervisor or the Residence Life Manager on-call.

C. As a responsible student leader, you shall stop or decline to initiate a peer advising relationship when you cannot be of assistance to a student due to limitations (training, personal, or other) and will refer the student to an appropriate support.

D. As supporters to your peers, you will communicate your availability and maintain a visible presence in the community.

E. As a student leader, you will have access to confidential information (i.e. student ID#, birthdates, contact information, and pictures). You will access and use all confidential information securely and agree that it will only be used for the purposes required to fulfill your obligations. Confidential student information and pictures shall not be used for any purpose other than intended and/or disclosed to a third party.

Alcohol and Cannabis

A. You are expected to serve as a positive role model for your peers. Consequently, you will follow the guidelines for lower risk use or abstain from consuming alcohol and/or cannabis and conduct yourself in accordance with University policies and procedures.

B. As a student leader, you are expected to perform all duties and responsibilities of the role under zero



influence of alcohol, cannabis, or illegal substances.

Students and Student Leader Teams

- A. Residence Life expects a high level of ethical behaviour from all student leaders and you are obligated to bring unethical or unprofessional behaviours to the attention of your supervisor.
- B. As a student leader, you are obligated to concern yourselves with and address students whose behaviour negatively affects the community. Additionally, you must demonstrate an understanding of the Residence Code of Conduct and follow-up with residents on policy violations.
- C. As a student leader, you will provide positive and constructive feedback and should not express negative criticisms, or damaging comments of others who are ethically carrying out their position responsibilities.
- D. As a student leader, you will not tolerate or perpetuate rumour mills, gossiping, or behaviour that is not conducive to a strong team environment.
- E. Romantic relationships between student leaders, or with a community member under your direct responsibility, can be damaging to the team and many elements of the residence community. Should such a situation arise, you will disclose the relationship to your supervisor and discuss role expectations.
- F. As a Student Leader in Residence you will encourage idea sharing, team building, and a respectful and positive environment amongst teammates.
- G. You will participate in team socials and retreats to further build positive team dynamics.

Role Modeling

- A. When present in residence, you must recognize that students may use your actions as behavioural models. Residents may regard your behaviour and attitudes as representative of the expectations and policies of the University. Consequently, you will:
 - 1. Role model honesty, confidentiality, approachability, a positive attitude, compliance with University and residence policies and procedures, and an interest in the academic and social aspects of University life.
 - 2. Display attitudes and behaviours consistent with those of a positive role model for the community by (a) displaying an academic performance consistent with the role description, (b) displaying attitudes and behaviours that are equitable and fair towards all community members, (c) promoting awareness regarding any attitudes or actions that may be discriminatory to other students or guests, (d) encouraging the free and open expression of ideas, and (e) creating an environment in the residence and on campus, especially in the lounges, hallways, and other public areas of the community, that is comfortable for all students and is free of discrimination.
- B. Role modeling does not imply the promotion of perfect behaviour, but rather implies that you will function within, rather than around the parameters outlined in the Code of Professional Standards and



will not give the appearance of condoning behaviours contrary to University policies or procedures.

C. You recognize that as leaders in Residence, your actions on social media affect the reputation of your peers and the Residence Life team. You will not post or publish online anything that demonstrates evidence of, or presumption of the Residence Code of Conduct being violated.

D. Additionally, you recognize that as a student leader, whether on-campus, on-duty, off-campus or off-duty, students view student leaders as “the RA” at all times. Consequently, you will role model honesty, confidentiality, approachability, a positive attitude, and compliance with University and residence policies and procedures, and an interest in the academic and social aspects of University life.

Professional Conduct

A. You have the responsibility to accept your limitations and recognize your strengths.

B. If the responsibilities of the role are affecting your mental and/or physical health, you are obligated to examine your priorities, and well-being with your supervisor.

C. If it becomes apparent that a student’s concerns are beyond your training and scope you will take immediate steps to obtain consultation or refer a student to a fellow RA or other appropriate member of the Residence Life team.

D. As a student leader, you will evaluate how your own experiences, attitudes, culture, beliefs, values, social context, individual differences, specific training, and stresses influence your interactions with students and members of the public, and integrate this awareness into all efforts to benefit and not harm others.

E. You will seek appropriate help and/or discontinue duties for an appropriate period of time, if a physical or psychological condition or the influence of any substance reduces your ability to benefit and not harm others.

F. You will engage in self-care activities that help to avoid conditions (e.g., burnout, addictions) that could result in impaired judgement and interfere with your ability to benefit and not harm others.

G. To maintain your professional standards, you are obligated to participate in all training and development experiences throughout your period of appointment

H. You will demonstrate good judgement and leadership consistent with the expectations discussed with your supervisor and your role description.

I. You will maintain regular attendance at all meetings related to the role.

J. You will document incidents and concerns in a timely manner consistent with role expectations to ensure that prompt follow-up and next steps can occur.

K. You agree to conduct yourself according to the Code of Professional Standards and understand that behaviour to the contrary will result in a meeting with your supervisor which may result in dismissal from the role.



Acknowledgement

By signing below, I acknowledge that I have read and understand the information contained on all pages within in this Code of Professional Standards, including the documents it refers to, and agree to conduct myself accordingly.

Student Name: _____

Student ID: _____

Student Signature: _____

Date: _____