PerpetuityARC TRAINING

Student Code of Conduct

July 2026

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Introduction

The Training Provider is committed to providing a respectful, inclusive, and safe learning environment for all. Everyone—students and staff alike—deserves to work and learn in a space free from fear, discrimination, or harm.

As part of our community, students are expected to act professionally, respectfully, and responsibly both on-site and online. This Code sets out expected behaviours and outlines how misconduct will be handled.

Any complaints of unacceptable behaviour will be taken seriously. False or malicious complaints may also lead to disciplinary action.

Zero Tolerance for Violence, Abuse, and Harassment

All forms of violence, abuse, or harassment—whether physical, verbal, emotional, or online—are unacceptable. This includes harassment or abuse related to gender identity, race, religion, sexuality, disability, or any other protected characteristic.

Sexual violence and harassment are particularly serious matters. Support is available, and all students are encouraged to report concerns. We acknowledge that these behaviours can affect anyone and commit to supporting all students equally.

Respect for Others

Students must treat staff, peers, and visitors with respect. Everyone has the right to work and study free from harassment, intimidation, or discrimination.

Abusive, threatening, or violent language or behaviour—whether face-to-face, in writing, or online—will not be tolerated.

Health, Safety, and Security

We are committed to maintaining a safe learning environment. Students must follow all safety guidelines and any reasonable instructions from staff.

Do not endanger yourself or others, and comply with procedures in emergencies or safety-related matters (including any relevant health guidelines, such as those related to infectious diseases).

Property and Facilities

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Students must treat equipment, facilities, and other people's property with care and respect.

Follow any signage or instructions related to food, drink, or use of materials to avoid damage. Keep personal belongings secure and avoid leaving valuables unattended.

Smoking, Vaping, and Substance Use

Smoking or vaping is not allowed inside any training provider buildings or near designated entrances and exits.

The possession, use, or distribution of illegal drugs is prohibited and will result in disciplinary action. Alcohol may only be consumed at approved events. Disruptive behaviour linked to drugs or alcohol is also subject to disciplinary action.

Misconduct and Disciplinary Action

Misconduct includes, but is not limited to:

- Abusive, threatening, or violent behaviour
- Sexual harassment or assault
- Harassment based on race, religion, gender identity, or sexuality
- Damage to property
- Actions that endanger others
- Disruption of training activities
- Falsifying records or certificates
- Misuse of funds, IT systems, or provider resources
- Impersonation, fraud, or bribery
- Any behaviour that brings the provider into disrepute

Misconduct will be investigated and, if substantiated, disciplinary action may follow.

Multiple or repeated breaches may be treated more seriously. Context and severity will be considered in determining outcomes.

Disciplinary Process

When a breach of the Code occurs, formal disciplinary procedures may be initiated.

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Students have the right to support during this process and may seek advice from the Support Team.

The outcome may include a range of sanctions, depending on the nature and seriousness of the misconduct.

Precautionary Measures and Suspension

In some cases, students may be temporarily suspended or restricted from certain areas or activities during an investigation. This is not a punishment but a protective measure.

These actions will be proportionate and reviewed regularly. Students have the right to request a review or appeal of any precautionary measure.

Criminal Convictions

Students must declare any criminal convictions received during their time with the training provider.

We will consider whether the conviction affects your continued enrolment, particularly where there is a risk to others or where the offence brings the training provider into disrepute.

Support and Reporting

If you experience or witness behaviour that breaches this Code, you are encouraged to report it. Guidance and support are available through the Support Team.

We are committed to fairness, dignity, and respect for all.

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