

STU10 STUDENT CODE OF CONDUCT

Department	Student Services
Approval Authority	Board of Directors
Responsible Officer	Academic Dean
Effective Date for use	1 October 2026
Date of next review	September 2029 (3 years from approval date)

1. Purpose

The purpose of this ***Student Code of Conduct*** (the Code) is to articulate the standards of behaviour and conduct expected of all students of TITAN HIGHER EDUCATION (TITAN/THE). The Code reflects TITAN's role as a higher education provider committed to delivering quality learning experiences within a safe, respectful, inclusive and academically rigorous environment that enables students to participate fully and responsibly in higher education.

1.1 This Code supports TITAN's commitment to:

- uphold the integrity, quality and reputation of higher education, learning and assessment;
- promote respectful, ethical, inclusive and professional behaviour consistent with higher education study and professional practice;
- protect the safety, wellbeing, dignity and rights of students, staff, visitors and the broader TITAN community;
- maintain a learning environment free from discrimination, harassment, bullying, sexual harassment, sexual misconduct, vilification, victimisation, violence, threats and other unlawful or harmful conduct;
- uphold academic integrity, honesty and responsible participation in learning, assessment, research and scholarly activities;
- protect academic freedom, freedom of intellectual inquiry and lawful expression, recognising that these rights must be exercised consistently with applicable law and with respect for the rights, safety and dignity of others;
- establish clear expectations regarding student responsibilities and accountability for conduct occurring on TITAN premises, in online or virtual learning environments, during TITAN-related activities, or in circumstances where student conduct may materially affect the TITAN community, the safety and wellbeing of others, or TITAN's operations or reputation;
- ensure fair, proportionate, consistent and procedurally fair processes for responding to alleged breaches of this Code;
- align student conduct processes with TITAN's broader responsibilities for student safety, academic quality, student support, risk management and regulatory compliance; and
- promote responsible and respectful digital conduct, including appropriate use of technology, social media and generative AI tools.

1.2 This Code complements, and does not replace, applicable Commonwealth and State or Territory legislation, regulatory requirements, TITAN policies and procedures, and lawful directions of relevant authorities. Where conduct may constitute a criminal offence or breach applicable law, TITAN may take appropriate action and may refer matters to relevant authorities where required or permitted by law.

- 1.3 The Code also supports TITAN's obligations as a registered higher education provider under the *Higher Education Standards Framework (Threshold Standards) 2021* and, where relevant, obligations relating to international students under the ESOS legislative framework and the *National Code of Practice for Providers of Education and Training to Overseas Students 2018*. It forms part of TITAN's governance framework for managing student conduct risks and ensuring compliance with TEQSA's regulatory expectations.
- 1.4 This Purpose underpins the Scope, Student Rights and Responsibilities, Standards of Conduct, Prohibited Conduct, and Procedures for managing alleged breaches set out in this Code.

2. Scope

- 2.1 This Code applies to all students enrolled at TITAN, including those:
 - enrolled in all higher education courses offered by TITAN;
 - studying on a full-time, part-time, online, blended, or other approved basis;
 - undertaking work integrated learning, professional experience, placements, internships, industry projects or other course related activities;
 - participating in TITAN-related academic, assessment, research, orientation, social or extracurricular activities;
 - accessing or using TITAN premises, facilities, systems, information technology, digital platforms, learning management systems or communication channels;
 - engaging in online or virtual learning environments, including third-party platforms used for educational or TITAN-related purposes; or
 - representing, or purporting to represent, TITAN in academic, professional, community or industry contexts.
- 2.2 The Code applies to conduct occurring in person, by telephone, in writing, through social media, electronic communication, digital platforms or any other means.
- 2.3 Where conduct may also constitute academic misconduct, research misconduct, discrimination, harassment, sexual harassment, sexual misconduct, bullying, victimisation, violence, a criminal offence or another breach of law or TITAN policy, the matter may be managed under the relevant TITAN policy or procedure and, where appropriate, referred to external authorities.
- 2.4 This Code operates alongside applicable Commonwealth, State and Territory legislation, regulatory requirements, professional standards, contractual obligations and lawful directions of relevant authorities. Where another TITAN policy provides a more specific process for managing particular conduct, that policy will generally apply in conjunction with this Code.

3. The Code Principles

TITAN is committed to ensuring that the Student Code of Conduct is underpinned by the following principles:

- 3.1 **Integrity** – Upholding honesty, fairness and ethical behaviour in all academic and professional activities.
- 3.2 **Respect** – Valuing the dignity, rights and contributions of all members of the TITAN community.
- 3.3 **Inclusivity** – Promoting equity, diversity and access to learning free from discrimination, racism, antisemitism, religious vilification, harassment or other unlawful discriminatory conduct.
- 3.4 **Accountability** – Taking responsibility for personal conduct and its impact on others and the institution.

- 3.5 **Student Safety, Wellbeing and respect** – TITAN is committed to fostering a safe, respectful and inclusive environment that supports student wellbeing, participation and success. Students are expected to contribute positively to the learning environment and to engage respectfully with others. Conduct that may place the health, safety, wellbeing or dignity of another person at risk may be managed under this Code and related policies.
- 3.6 **Academic Freedom and Responsibility** – Supporting freedom of intellectual inquiry and lawful expression, exercised with respect for others and in accordance with applicable law.
- 3.7 **Procedural Fairness** – Ensuring that all processes for managing conduct are transparent, consistent, proportionate and fair.
- 3.8 **Professionalism** – Encouraging behaviour consistent with the standards expected in postgraduate study and professional practice.
- 3.9 **Digital Responsibility** – Promoting ethical and respectful engagement in online and virtual environments, including appropriate use of technology and generative AI tools.

4. The Code Statements

TITAN will

- 4.1 **Promote a culture of integrity and respect** across all academic and professional activities, ensuring that students act ethically and responsibly in their learning and interactions.
- 4.2 **Provide a safe, inclusive and supportive environment** that upholds the dignity, wellbeing and rights of all members of the TITAN community.
- 4.3 **Ensure transparency and procedural fairness** in all processes for managing student conduct, including investigation and resolution of alleged breaches.
- 4.4 **Support academic freedom and intellectual inquiry**, recognising that these rights are exercised responsibly and in accordance with applicable law and TITAN policies and procedures.
- 4.5 **Maintain compliance** with relevant Commonwealth and State or Territory legislation, regulatory frameworks, and professional standards governing higher education and international education.
- 4.6 **Integrate conduct management** within TITAN's broader governance framework for academic quality, student support, risk management and continuous improvement.
- 4.7 **Encourage professional and digital responsibility, including appropriate use of technology, social media and generative AI tools** in academic and community contexts.

5. Student Rights and Responsibilities

5.1 Student Rights

5.1.1 Students have the right to:

- be treated with dignity, courtesy, fairness and respect;
- study and participate in TITAN activities in an environment that is safe, inclusive and free from discrimination, harassment, bullying, sexual harassment, sexual misconduct, vilification, victimisation, violence and other prohibited conduct;
- access learning, teaching, assessment and support services in accordance with TITAN policies, procedures and published requirements;
- receive clear, accurate and timely information about their course, enrolment, assessment, academic progress, fees, policies and responsibilities;
- participate in learning and assessment consistent with the academic standards of their qualification level;
- engage in lawful academic inquiry, critical thinking, debate and expression consistent with academic freedom and the rights, safety and dignity of others;
- have personal information managed in accordance with privacy laws and the **Privacy Policy and Procedure**;

- raise concerns, make complaints, report misconduct and seek assistance without unreasonable fear of reprisal;
- have complaints and allegations handled through fair, transparent and timely processes;
- be informed of allegations and given a reasonable opportunity to respond before a decision is made, subject to lawful exceptions;
- seek review or appeal of decisions affecting their student status where permitted under TITAN policy and procedure;
- access reasonable support and adjustments to enable equitable participation in education; and
- access culturally safe, accessible and inclusive learning environments that support student participation, engagement and success.

5.1.2 Student rights are subject to applicable laws, regulatory requirements, professional obligations and reasonable measures necessary to maintain academic standards, safety, security and the orderly operation of TITAN.

5.2 Student Responsibilities

Students are responsible for:

- complying with Australian laws and TITAN policies, procedures, rules and reasonable directions;
- treating all members of the TITAN community with dignity, courtesy and respect;
- contributing to a safe, inclusive and respectful environment and refraining from unlawful or harmful conduct;
- acting honestly, ethically and responsibly in all academic, research and TITAN-related activities;
- maintaining academic integrity, including appropriate use of sources, collaboration and technology such as artificial intelligence tools;
- taking reasonable care of their own health, safety and wellbeing and avoiding conduct that endangers others;
- contributing to the maintenance of a culturally safe, respectful and inclusive environment for all members of the TITAN community;
- respecting the privacy, confidentiality, property and intellectual property of others;
- using TITAN facilities, systems and digital platforms responsibly and lawfully;
- communicating professionally in all interactions connected with TITAN, including online and social media;
- meeting reasonable requirements for attendance, participation, assessment, academic progress and professional conduct;
- providing accurate information and promptly notifying TITAN of changes relevant to their enrolment or participation;
- cooperating honestly with TITAN investigations, reviews and disciplinary processes;
- reporting serious or potentially harmful conduct through appropriate channels; and
- taking reasonable steps to understand and comply with this Code and related TITAN policies and procedures.

5.3 Balance of Rights and Responsibilities

5.3.1 The exercise of student rights must be balanced with the rights and responsibilities of others and with TITAN's obligations to maintain academic standards, student safety, regulatory compliance and effective institutional operations.

- 5.3.2 Nothing in this Code restricts lawful academic inquiry, critical thinking or scholarly debate. However, conduct that is unlawful, disruptive, threatening, abusive, discriminatory or inconsistent with the rights and safety of others may be managed under this Code and related TITAN policies and procedures.
- 5.3.3 Where conduct involves multiple areas of responsibility, such as academic integrity, discrimination, harassment, sexual misconduct, privacy or criminal behaviour, TITAN may apply relevant policies concurrently or refer matters to appropriate internal or external authorities.

6. Standards of Conduct

- TITAN HIGHER EDUCATION (TITAN/THE) expects all students to conduct themselves in a manner that supports a safe, inclusive, respectful, academically rigorous and professionally appropriate learning environment.
- Students are expected to act lawfully, ethically and responsibly and to respect the rights, dignity, safety, wellbeing, privacy and property of others. The standards in this section apply to conduct connected with TITAN and are to be interpreted consistently with applicable Commonwealth, State and Territory legislation, regulatory requirements, academic freedom, freedom of speech and the rights of others.
- The standards below establish the minimum standards of conduct expected of students. They are not intended to limit lawful academic inquiry, critical thinking, scholarly debate or lawful expression.
- Students are expected to exercise sound judgement and consider the impact of their conduct on others and on the reputation, integrity and operations of TITAN.

6.1 General Conduct

6.1.1 Students must:

- act lawfully, honestly, ethically and respectfully in their interactions with students, staff, contractors, visitors, education agents, industry partners, placement providers and other members of the TITAN community;
- contribute to a learning and community environment that promotes inclusion, safety, dignity, mutual respect and equitable participation;
- support cultural safety and demonstrate respect for diverse backgrounds, identities, cultures, beliefs and experiences;
- be able to participate in learning free from racism, antisemitism, religious vilification and other forms of unlawful discrimination or harassment;
- not engage in discrimination, racism, antisemitism, religious vilification, harassment, sexual harassment, sexual misconduct, bullying, vilification, victimisation, violence, threats, intimidation, abuse or other conduct that is unlawful or unreasonably harms, threatens or interferes with the safety, wellbeing, dignity or rights of others;
- comply with applicable TITAN policies, procedures, rules and reasonable and lawful directions issued by authorised TITAN representatives;
- respect the lawful rights, privacy, confidentiality, property and intellectual property of others;
- take reasonable care to avoid conduct that creates an unreasonable risk to the health, safety or wellbeing of themselves or others; and
- conduct themselves in a manner that does not materially undermine the safe, orderly and effective operation of TITAN.

- 6.1.2 Students must not be subject to adverse treatment for exercising a right to make a complaint, raise a concern, participate in an authorised investigation or otherwise engage in a process under a TITAN policy or procedure.

6.2 Academic and Research Conduct

6.2.1 Students must:

- maintain academic integrity, honesty and responsible scholarly conduct in all learning, assessment, research and academic activities;
- submit work that is their own, except where collaboration, contribution or use of other sources is expressly authorised;
- appropriately acknowledge and reference the ideas, words, data, work and intellectual contributions of others;
- not engage in plagiarism, contract cheating, collusion, fabrication, falsification, cheating, impersonation, unauthorised collaboration or other forms of academic or research misconduct;
- comply with applicable assessment, examination, research and academic requirements;
- use artificial intelligence, generative artificial intelligence and other technologies transparently, responsibly and only in accordance with applicable TITAN requirements and the requirements of the relevant assessment or academic activity;
- not use technology or artificial intelligence to misrepresent authorship, obtain an unauthorised academic advantage, fabricate information or circumvent assessment requirements; and
- respect the intellectual property, moral rights, confidentiality and proprietary information of others.

6.2.2 Academic integrity and academic misconduct matters will generally be managed under the relevant academic integrity, academic misconduct policies and procedures.

6.3 Professional and Placement Conduct

6.3.1 Students must:

- behave in a manner consistent with the professional, ethical and conduct expectations relevant to their course, discipline or profession;
- demonstrate reliability, accountability, preparedness, courtesy and respect during placements, internships, work-integrated learning, professional experience and industry projects;
- comply with applicable workplace health and safety, work health and safety, professional, ethical, confidentiality and security requirements;
- comply with the lawful and reasonable requirements of approved placement providers, host organisations and industry partners;
- maintain appropriate professional boundaries and conduct in interactions with clients, patients, customers, colleagues, supervisors, employers and other stakeholders, where applicable; and
- protect confidential, commercially sensitive, personal and other information obtained through professional, placement or industry activities.

6.3.2 Where professional or placement conduct is also subject to the requirements of a professional body, regulator, employer or placement provider, students may be required to comply with those requirements in addition to this Code.

6.4 Digital, Online and Information Technology Conduct

6.4.1 Students must:

- Use TITAN information technology systems, networks, digital platforms, learning management systems and communication channels lawfully, responsibly and in accordance with applicable TITAN requirements;

- protect their passwords, authentication credentials, devices and access rights and take reasonable steps to prevent unauthorised access to TITAN systems or information;
- not access, use, copy, disclose, alter, destroy or distribute information or data without appropriate authorisation;
- respect the privacy, confidentiality, personal information, intellectual property and digital security of others;
- not introduce malicious software, attempt to circumvent security controls, interfere with digital systems or use TITAN technology for unlawful, fraudulent, threatening or harmful purposes;
- communicate respectfully and professionally in online learning environments, electronic communications, social media and other digital environments where the conduct has a connection with TITAN;
- not use digital platforms or social media to engage in harassment, bullying, discrimination, sexual harassment, sexual misconduct, vilification, victimisation, threats, intimidation or other unlawful or harmful conduct; and
- use artificial intelligence and other emerging technologies responsibly, ethically and in accordance with applicable TITAN requirements.

6.4.2 TITAN does not seek to regulate a student's lawful private communications or personal activities merely because they occur online. However, conduct occurring outside TITAN may be addressed under this Code where it has a sufficient connection with TITAN or materially affects the safety, wellbeing, rights or lawful interests of members of the TITAN community, the proper operation of TITAN or the integrity of TITAN's academic activities.

6.4.3 Nothing in this Code prevents students from expressing lawful opinions, participating in academic debate, making complaints, raising concerns, engaging in criticism of TITAN, its policies, decisions, management or staff, or participating in public discourse, provided such conduct is lawful, respectful and consistent with the rights, safety and dignity of others.

6.5 Institutional Integrity and Cooperation

6.5.1 Students must:

- provide accurate, complete and truthful information to TITAN when required;
- not knowingly provide false, misleading, fraudulent or deceptive information or documentation to TITAN;
- cooperate honestly and appropriately with authorised TITAN investigations, reviews, complaints processes and disciplinary or misconduct processes;
- preserve and provide relevant information where reasonably required for an authorised TITAN process;
- not obstruct, improperly influence, intimidate, threaten or interfere with a person involved in an authorised TITAN process;
- not retaliate against, victimise or disadvantage a person who makes a complaint, raises a concern, reports conduct, provides information or participates in an authorised process;
- report serious or immediate risks to the safety or wellbeing of members of the TITAN community through appropriate channels, where reasonably practicable and safe to do so;
- comply with reasonable requirements relating to emergency management, health and safety, security and critical incidents; and
- support the integrity, lawful operation and legitimate educational purposes of TITAN.

6.5.2 A student is not required to report conduct where doing so would place the student or another person at unreasonable risk, would conflict with a legal obligation or privilege, or is otherwise inconsistent with applicable law or TITAN policies and procedures.

6.6 Interpretation and Relationship with Other Policies

6.6.1 The Standards of Conduct are to be read together with relevant TITAN policies and procedures, including those relating to:

- academic integrity and academic misconduct;
- student complaints and grievances;
- discrimination, harassment, bullying and victimisation;
- sexual harassment and sexual misconduct;
- critical incidents and student safety;
- privacy and information management;
- information technology and cybersecurity;
- research integrity;
- work-integrated learning and professional placements; and
- student wellbeing and support.

6.6.2 Where conduct may constitute a breach of more than one TITAN policy or procedure, TITAN may apply the relevant policies and procedures concurrently or determine the most appropriate process for managing the matter.

6.6.3 Where conduct may also constitute a breach of Australian law, TITAN may take appropriate action and may refer the matter to an appropriate external authority where required or permitted by law.

7. Prohibited Conduct

TITAN HIGHER EDUCATION (TITAN/THE) prohibits conduct that undermines the safety, integrity, or proper functioning of its learning environment. Students must not engage in behaviour that is unlawful, unethical, or inconsistent with TITAN's values and policies.

7.1 Unlawful or Harmful Conduct

Students must not:

- engage in discrimination, racism, antisemitism, religious vilification, harassment, bullying, sexual harassment, sexual misconduct, vilification, victimisation, violence, threats, intimidation or stalking;
- participate in conduct that causes or threatens physical or psychological harm to any person, or knowingly engage in false, malicious, defamatory or intentionally misleading conduct that causes serious reputational harm to another person;
- possess, use or distribute illegal substances, weapons or dangerous items on TITAN premises or during Titan-related activities;
- engage in theft, fraud, forgery, deception or misuse of TITAN property or resources; or
- damage, deface or interfere with TITAN property, facilities or systems.

7.2 Academic Misconduct

Students must not:

- commit plagiarism, collusion, fabrication, falsification or unauthorised collaboration;
- cheat or attempt to gain unfair advantage in assessment, examination or research;
- misuse generative artificial intelligence tools or other technologies in ways that breach academic integrity; or
- assist or encourage others to engage in academic misconduct.

7.3 Digital and Communication Misconduct

Students must not:

- use TITAN information technology systems, digital platforms or social media for unlawful, harassing, discriminatory, threatening, defamatory, abusive, or materially disruptive purposes;
- share, post or transmit content that is defamatory, discriminatory, harassing, threatening or otherwise harmful;
- access, share or store materials that breach copyright, privacy or data protection laws; or
- impersonate others or misrepresent affiliation with TITAN.

7.4 Professional and Placement Misconduct

Students must not:

- behave in a manner inconsistent with professional or ethical standards relevant to their discipline;
- breach confidentiality or privacy obligations during placements, internships or work integrated learning;
- disregard workplace health and safety requirements; or
- act in ways that damage professional relationships or TITAN's reputation.

7.5 Obstruction and Non-Compliance

Students must not:

- obstruct or interfere with TITAN operations, investigations or disciplinary processes;
- fail to comply with reasonable directions from authorised TITAN staff; or
- retaliate against or victimise any person involved in a complaint, investigation or disciplinary matter.

8. Procedures for Managing Alleged Breaches

8.1 General Principles

- 8.1.1 TITAN manages alleged breaches of this Code in a manner that is fair, impartial, transparent and procedurally fair. Processes will be proportionate, timely, respectful of privacy and wellbeing, and consistent with applicable legislation and regulatory requirements. Students are presumed not to have breached the Code unless a breach is established through an appropriate process.
- 8.1.2 TITAN may implement interim measures to protect safety, wellbeing, evidence or operational integrity. Interim measures are not disciplinary findings and will be reviewed regularly.
- 8.1.3 Students involved in conduct matters will have access to appropriate support services throughout the process, regardless of whether they are the reporting person, respondent or witness.

8.2 Reporting an Alleged Breach

- 8.2.1 Alleged breaches may be reported by any student, staff member, contractor, visitor, education agent, placement provider, industry partner or other person with relevant information.
- 8.2.2 Reports should be made through TITAN's reporting, complaint or incident channels and, where practicable, include:
 - identity of the reporting person (unless anonymous);
 - identity of the student involved (if known);

- description of the alleged conduct;
- date, time and location (if known);
- supporting information or evidence; and
- names of witnesses.

8.2.3 Anonymous reports may be accepted where sufficient information is provided. Matters involving immediate risk should be reported through emergency or critical incident channels.

8.3 Initial Assessment

8.3.1 TITAN will assess whether:

- the matter falls within this Code;
- the alleged conduct, if established, may constitute a breach;
- another policy provides a more appropriate process;
- immediate safety or risk management action is required;
- referral to another internal process or external authority is necessary; and
- further action is warranted.

8.3.2 TITAN may decline to proceed where information is insufficient, the matter is outside scope, better managed elsewhere, already resolved, or disproportionate to pursue.

8.3.3 Support information may be provided where appropriate.

8.4 Notification to the Student

8.4.1 Where a matter proceeds, TITAN will notify the student of:

- the alleged breach and relevant Code provisions;
- general information or evidence relied upon (subject to legal and safety considerations);
- the process to be followed;
- the opportunity to respond and relevant timeframes; and
- available support.

8.4.2 Information may be delayed or modified where necessary to protect safety, confidentiality or investigative integrity.

8.5 Student Response

8.5.1 Students will be given a reasonable opportunity to respond and may:

- provide a written response or supporting documents;
- identify witnesses or relevant information;
- explain circumstances; and
- request reasonable adjustments or support.

8.5.2 Students may be accompanied by a support person, who may not act as an advocate unless permitted by policy. Failure to respond within a reasonable timeframe may result in the matter being determined on available information.

8.6 Investigation

8.6.1 Where required, TITAN may:

- appoint an impartial investigator (or decision maker);
- obtain information from relevant persons;
- review documents, records or digital evidence;
- provide persons with an opportunity to respond to material information; and
- take steps to preserve confidentiality and evidence integrity.

8.6.2 Investigations will be appropriate to the seriousness of the matter. Decisions are based on the balance of probabilities unless otherwise required by law.

8.6.3 Investigations will be conducted with due regard to confidentiality, privacy, procedural fairness, trauma-informed practice where relevant, and the wellbeing of affected persons.

8.7 Decision

8.7.1 The authorised investigator (or decision maker) will determine whether:

- the allegation is substantiated;
- not substantiated;
- unable to be determined; or
- better addressed through another process.

8.7.2 If a breach is substantiated, an appropriate response will be determined under Section 9. Students will be notified of the decision, reasons (where practicable), any actions or conditions, compliance timeframes and review or appeal rights.

8.8 Interim Measures

8.8.1 Interim measures may include:

- changes to class, assessment or placement arrangements;
- restricted access to premises, facilities or systems;
- directions regarding contact with particular persons;
- temporary digital access changes; or
- temporary suspension from activities.

8.8.2 Measures must be risk based, proportionate, regularly reviewed and clearly distinguished from disciplinary action. Students will be informed where measures materially affect participation.

8.9 Confidentiality and Privacy

8.9.1 Information will be managed in accordance with privacy laws and shared only with persons who require it for:

- assessment or investigation;
- safety or risk management;
- decision making or review;
- support provision; or
- legal or regulatory compliance.

8.9.2 Confidentiality does not prevent lawful or necessary disclosure. Participants must not improperly disclose confidential information.

8.10 Support and Reasonable Adjustments

8.10.1 TITAN will take reasonable steps to ensure fair participation in conduct processes, including:

- referral to support or wellbeing services;
- communication or participation adjustments;
- access to a support person;
- reasonable extensions to timeframes.

8.10.2 Support is available regardless of whether a breach is established.

8.11 Conflicts of Interest

8.11.1 Persons involved in the process must disclose any actual, potential or perceived conflict of interest. TITAN will manage conflicts to ensure impartiality. Students may raise concerns about impartiality, which TITAN will consider.

8.12 Review or Appeal

- 8.12.1 Students may seek review or appeal where permitted under this Code or other TITAN policies.
- 8.12.2 Grounds may include:
- procedural error;
 - new significant information;
 - conflict of interest affecting the decision; or
 - disproportionate outcome.
- 8.12.3 Reviews and appeals are not ordinarily conducted as a full hearing of the matter unless otherwise specified. Wherever practicable, the review or appeal will be determined by a person who was not involved in the original decision.

8.13 External Reporting

- 8.13.1 TITAN may refer matters to external authorities where:
- required by law;
 - necessary to address serious or imminent risk;
 - conduct may constitute a criminal offence;
 - required by regulatory or professional obligations; or
 - otherwise permitted by law.
- 8.13.2 Internal processes may continue where appropriate and lawful.

8.14 Recordkeeping

- 8.14.1 TITAN will maintain secure records of reports, assessments, investigations, decisions and reviews in accordance with legal and regulatory requirements.

8.15 Timeframes

- 8.15.1 TITAN will manage matters as promptly as reasonably practicable, noting timeframes may vary based on:
- seriousness and complexity;
 - number of persons involved;
 - availability of information;
 - safety or wellbeing considerations;
 - coordination with other processes or external authorities.
- 8.15.2 TITAN will provide reasonable updates where delays occur. Unreasonable delay by a student may be considered when determining timeframes.

9. Outcomes and Disciplinary Actions

9.1 General Principles

- 9.1.1 Where a breach of this Code is substantiated, TITAN may impose outcomes that are fair, proportionate and appropriate to the nature and seriousness of the conduct. Outcomes may aim to:
- promote accountability and responsible behaviour;
 - protect the safety, wellbeing and rights of the TITAN community;
 - address harm caused;
 - support student learning and understanding of responsibilities;
 - prevent recurrence;
 - maintain academic and professional standards; and
 - protect the integrity and orderly operation of TITAN.

- 9.1.2 Disciplinary action will only be imposed following an appropriate process. Conduct may also be addressed under other TITAN policies and procedures where relevant.

9.2 Factors Considered

- 9.2.1 In determining an outcome, TITAN may consider:
- seriousness, nature and impact of the conduct;
 - whether the conduct was intentional, reckless or inadvertent;
 - harm caused or potential harm;
 - presence of aggravating factors (e.g., violence, threats, discrimination, sexual misconduct, dishonesty);
 - whether the conduct is repeated or part of a pattern;
 - prior breaches;
 - the student's cooperation, insight and response;
 - relevant mitigating or contextual circumstances;
 - student wellbeing, disability, health or other relevant circumstances where appropriately supported by evidence;
 - academic or professional requirements;
 - legal, regulatory or placement obligations; and
 - overall proportionality.
- 9.2.2 Relevant circumstances may inform the outcome but do not excuse serious misconduct.

9.3 Available Outcomes

- 9.3.1 TITAN may impose one or more of the following outcomes.
- a. No Further Action**
Applied where the allegation is not substantiated, does not constitute a breach, is better managed elsewhere, or further action is unnecessary.
 - b. Informal or Educational Action**
Used for minor or less serious conduct. May include:
 - informal discussion or guidance;
 - direction to modify behaviour;
 - apology or restorative action;
 - participation in educational or awareness activities;
 - referral to support services.
 - c. Behavioural Agreement**
A formal agreement outlining expected standards of conduct, support measures, review requirements and consequences of non-compliance.
 - d. Formal Warning**
A written warning outlining the breach, expected future conduct and consequences of further breaches. Conditions may be included.
 - e. Conditions on Participation or Conduct**
Conditions may include:
 - behavioural agreements;
 - restrictions on contact;
 - participation in educational or support programs;
 - requirements relating to professional conduct;
 - conditions on use of facilities or systems.

f. Restorative or Remedial Action

May include repairing property, correcting information, returning property, or providing an apology. Participation of affected persons will be considered carefully.

g. Restriction of Access or Participation

Restrictions may apply to facilities, systems, activities or services where necessary to manage risk or protect TITAN operations.

h. Suspension

Temporary suspension from enrolment or participation in specified activities. Conditions for return may apply. Impacts on enrolment, progression, fees or visa status will be managed in accordance with applicable policies and legal requirements.

i. Exclusion or Cancellation of Enrolment

Used only in the most serious circumstances, including serious or repeated misconduct, ongoing risk to others, or conduct incompatible with continued participation. Must follow a procedurally fair process.

9.4 Multiple Outcomes

More than one outcome may be imposed where appropriate, provided the combined response remains fair and proportionate.

9.5 Conditions of Continued Enrolment

9.5.1 Continued enrolment may be subject to conditions such as:

- compliance with policies;
- participation in educational or support activities;
- behavioural requirements;
- restrictions on contact or participation.

9.5.2 Students will be informed of conditions, duration and consequences of non-compliance.

9.6 Failure to Comply

Failure to comply with an imposed outcome may constitute a further breach and may result in additional action, including warnings, further conditions, restrictions, suspension or other appropriate measures.

9.7 Review or Appeal

Students may seek review or appeal in accordance with clause 8.12 of this Code and relevant TITAN policies and procedures.

9.8 Interaction with Other Policies

Where conduct also involves academic integrity, research misconduct, discrimination, harassment, sexual misconduct, privacy, information security or professional conduct, relevant policies may apply concurrently. Processes may be coordinated to avoid duplication and ensure a fair overall response.

9.9 International Students

9.9.1 Where outcomes may affect an international student's enrolment or course progression, TITAN will comply with applicable legislative and regulatory requirements, including required notifications and processes.

- 9.9.2 TITAN will provide international students with information regarding any internal review or appeal rights available prior to reporting outcomes to government agencies where required by law.

9.10 Recordkeeping

TITAN will maintain secure records of substantiated breaches and outcomes in accordance with privacy, records management and regulatory requirements.

9.11 No Double Punishment

TITAN will ensure students are not subject to duplicative or disproportionate disciplinary action for the same conduct. Separate action may be taken where distinct breaches are identified.

10. Definitions

Definitions for key terms are presented in the Glossary of Terms which may be accessed on the TITAN website. For the purposes of this code:

11. Interpretation

- 11.1 Where a term is not defined in this Code, its meaning is as provided in the TITAN Glossary of Terms or, if not defined there, its ordinary meaning.
- 11.2 If there is any inconsistency between this Code and another TITAN policy, the more specific policy will generally apply.
- 11.3 References to legislation include any amendments or replacements of that legislation.
- 11.4 Headings are for convenience only and do not affect interpretation.

12. Relevant Legislation, Guides, and/or Websites

12.1 Legislation:

- [Disability Discrimination Act 1992](#) (accessed September 2026)
- [Disability Standards for Education 2025](#) (accessed September 2026)
- [Education Services for Overseas Students Act 2000](#) (accessed September 2026)
- [Higher Education Standards Framework \(Threshold Standards\) 2021](#), as amended, (1.3, 2.1.3, 2.2, 2.3, 2.4, 3.2, 3.3, 5.2, 5.3.5, 5.4, 6.2.1j, 6.3.3, 7.2) (accessed September 2026)
- [National Code of Practice for Providers of Education and Training to Overseas Students 2018](#) (3.5, 6, 8.4, 8.15, 9.3, 10.1) (accessed September 2026)
- [Privacy Act 1988](#) (accessed September 2026)
- [Racial Discrimination Act 1975](#) (accessed September 2026)
- [Sex Discrimination Act 1984](#) (accessed September 2026)
- [Tertiary Education and Quality Standards Agency Act 2011](#) (accessed September 2026)

13. Related TITAN Documents

- Aboriginal and Torres Strait Islander Participation Policy and Procedure
- Academic Progress Policy and Procedure
- Admissions Policy and Procedure
- Assessment Policy and Procedure
- Critical Incident Policy and Procedure
- Equal Opportunity and Anti-Discrimination Policy and Procedure
- Generative Artificial Intelligence Policy and Procedure
- Grievances Policy and Procedure
- Health, Safety and Wellbeing Policy and Procedure
- Information Technology Acceptable Use Policy and Procedure
- Privacy Policy and Procedure
- Sexual Harassment and Gender-Based Violence Prevention and Response Policy and Procedure
- Student Academic Integrity Policy and Procedure
- Student Disability Policy and Procedure
- Student Diversity and Equity Policy and Procedure
- Student Support Services Policy and Procedure

Version Control

Policy and Procedure Version Control		
Version #	Date of Change	Change Summary
2026.1	September 2026 Approved BoD 23.09.2026	New Document

Warning –

- Document uncontrolled when printed! The current version of this document is maintained on the TITAN website.