

Policy number	P32	Version	8
Approved by ABG on	1 February 2024	Scheduled review date	February 2029

1. Purpose

This policy has been formulated to provide a clear statement of the National Institute of Organisation Dynamics Australia's (NIODA) expectations in respect to course matters and personal behaviour.

2. Scope / Application

This code of conduct applies to all NIODA candidates, students, staff, contractors and board and committee members, in respect of all actions and activities relating to or impacting on NIODA candidates, students, staff and board and committee members.

3. Policy Statement

NIODA aspires to provide an outstanding candidate/student experience that is conducive to scholarly activity and supportive of individual learning goals. Underpinning this experience is a safe, inclusive and respectful environment.

The following sections outline the values and standards of personal and course conduct expected of all NIODA candidates/students, staff, contractors and board and committee members.

This policy and the conduct expected, is relevant to both onsite, and online actions.

4. Values

The values, which underpin all aspects of personal and program conduct at NIODA are:

- **Openness:** We challenge ourselves to be open and transparent in all our relationships.
- **Collaboration:** We aim for collaborative relations and relationships in all our endeavours. We understand that this takes thought and effort - dialogue that works things through to a point where differences (of ideas, opinions and beliefs) can not only be tolerated, but can usefully co-exist to produce new ways of thinking and doing.
- **Respect:** All our constructive work relations rely upon mutual respect - this includes respect for diversity and commitment to our Reconciliation Action Plan.
- **Reflection:** We value reflection as a process of making space and time to consider, thoughtfully and with curiosity, the current realities of the organisation, its context, the people affected by it and the unconscious dynamics.
- **Creativity:** We value creativity and curiosity as a powerful resource in all that we do, underpinned by pursuit of the primary task/s.
- **Ethical conduct:** We uphold the highest integrity standards: in learning and teaching, research, consulting and scholarship activities, in decision making and in governance and operations.
- **Quality:** We are attentive to detail and strive to be thorough, diligent and rigorous to ensure high quality outcomes to enable a sustainable future.

5. Personal Conduct

At all times candidates/students, staff, contractors and board and committee members are expected to conduct themselves in a manner that respects staff and fellow candidates/students at NIODA. This includes:

- demonstrating a genuine interest and or purpose in learning
- treating all staff, candidates, students, contractors, board and committee members and any other members of the public with respect, dignity, impartiality, courtesy and sensitivity
- making a genuine effort to work with NIODA's procedure and values in all interactions
- working towards a cooperative and collaborative approach in interpersonal, group and intergroup relations and relationships
- acting honestly and ethically in dealing with NIODA staff, contractors, candidates, students, board and committee members, and other members of the public
- respecting the privacy of staff, contractors, students and candidates.

6. Course Conduct

At all times candidates, students, staff, contractors, board and committee members are expected to ensure that their efforts are conducted in a manner consistent with the highest standards of ethical behaviour, including:

- following NIODA policies and procedures
- reading all official correspondence, including emails
- acting ethically and honestly in the preparation, conduct, submission and publication of course work and for all forms of assessment
- avoiding any activity or behaviour that would unfairly advantage or disadvantage another student or candidate
- conforming to ethical requirements as defined in the *Research Ethics Guidelines*
- behaving professionally, ethically and respectfully in all dealing with NIODA's learning partners and stakeholders, and when conducting practice and research.

7. Procedures when Misconduct Occurs

For procedures relating to managing misconduct please see the Grievance Policy

8. Communication of Policy

This policy is published on the NIODA website (www.nioda.org.au/policies).

9. Related documents

Academic Integrity and Honesty Policy

Research Ethics Guidelines

Research Ethics Complaints Policy

[Grievance Policy](#)

[Sexual Misconduct Policy](#)