



Code of Conduct

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Expected Behaviour

All individuals are expected to:

- Treat others with respect, fairness, courtesy, and professionalism.
- Act honestly and responsibly in a way that supports a positive learning and working environment.
- Follow ESTI policies, procedures, and reasonable instructions relevant to their role.
- Demonstrate integrity and professionalism in learning and interactions with others.
- Maintain academic integrity and not engage in plagiarism, cheating, falsification of records, or other forms of academic misconduct.
- Support equality, inclusion, and dignity, and not engage in discrimination, harassment, bullying, victimisation, or inappropriate behaviour.
- Respect confidentiality and handle information appropriately.
- Contribute to a safe and healthy environment and act with regard for the wellbeing of others.
- Be punctual, prepared, and engaged in agreed learning or work activities.
- Always use appropriate language, behaviour, and professional boundaries.
- Behave appropriately during online learning, electronic communications, and any social media activity connected with ESTI activities.
- Present appropriately for the learning or work setting.
- Not be under the influence of alcohol, illegal drugs, or other substances that may impair performance, judgement, or safety.

Raising Concerns

Individuals are encouraged to raise concerns relating to conduct, safety, wellbeing, or inappropriate behaviour through the appropriate ESTI reporting, complaints, or support arrangements.

Breaches of the Code

Breaches of this Code may be addressed through relevant ESTI policies and procedures, including student conduct, complaints, disciplinary, fitness to practise, or other applicable arrangements.

Where appropriate, breaches may result in corrective action, restriction of participation, removal from activities, or other actions in accordance with ESTI policies and procedures.