

ACADEMIC INTEGRITY PROCEDURE

Approving Authority	Executive Management Team
Purpose	These procedures outline the processes to be followed in preventing, detecting and resolving cases of breach of the <i>Academic Integrity Policy</i> .
Responsible Officer	Academic Leadership team (Academic Dean and/or Head of Academic Programs)
Next Scheduled Review	August 2031
Document Location	http://www.ozford.edu.au/higher-education/policies-and-procedures/
Associated Documents	Academic Integrity Policy Academic Appeals Policy and Procedure Academic Staff Professional Development Policy and Procedure Professional Staff Professional Development Policy and Procedure Staff Code of Conduct Policy and Procedure Student Code of Conduct Policy and Procedure Student Grievances and Appeals Policy and Procedure Student Support and Services Policy and Procedure

1. PRINCIPLES

Ozford Institute of Higher Education (hereafter referred to as ‘the Institute’) is committed to upholding and promoting academic Integrity among students and staff and ensuring all assessment of student learning is undertaken in accordance with the highest levels of academic Integrity.

The Institute’s primary obligations related to academic integrity are found in Standard 5.2 of the Threshold Standards. The Institute must:

- *uphold and promote academic and research integrity across the sector, including maintaining accountability in third-party arrangements*
- *ensure providers have policies and procedures in place to prevent, respond to, and resolve claims of academic and research misconduct.*

Protecting academic and staff research integrity is important in preserving both the Institute’s integrity and the credibility of its qualifications and its staff’s research. Academic and staff research integrity is a priority for all higher education providers as it serves to maintain the reputation and international standing of the Australian higher education system and the benefits of Australian research to individuals and society.

2. SCOPE

This procedure applies to all cases of academic integrity violations and honesty by students and staff at the Institute.

3. DEFINITIONS

Academic Integrity

Academic Integrity refers to the expectation that teachers, students, researchers, and all members of the academic community act with honesty, trust, fairness, respect, and responsibility. Breaching academic integrity is also known as "academic misconduct" or "academic dishonesty."

Breaches of academic integrity in regard to courses of study include:

- plagiarism and failures of correct acknowledgement practice
- contract cheating or paying for another person to prepare an assignment
- submitting (for assessment or review) work prepared by another person
- collusion, such as any unauthorised collaboration in preparation or presentation of work, including knowingly allowing personal work to be copied by others
- unauthorised use of artificial intelligence (AI) in preparation or presentation of work
- all forms of cheating in examinations and other assessment tasks
- offering or accepting bribes (money or sexual or other favours), e.g. for admission or for grades, and
- fabrication or falsification of information or student identity.

Any of these practices undermine the integrity of assessment of students' work and thus place the credentialing authority of the Institute at risk and, in consequence, its reputation as well.

Academic Fraud

Seeking an unfair academic advantage through submission of fraudulent documentation (including, but not limited to, medical certificates) to support a student's academic consideration request. Students who falsify documents of this kind may be committing a criminal offence and the matter may be referred to the State or Federal Police.

Academic Misconduct

Academic misconduct generally refers to a breach of Academic Integrity, intentional or unintentional. It involves any activities and practices that:

- Undermine the integrity of assessments;
- Misrepresent academic outcomes; or
- Seek to gain an unauthorised or unfair academic advantage over others.

Examples of such breaches are cheating, contract cheating, plagiarism, submitting an assessment prepared by others or by AI without authorisation, collusion, copying from other persons' work, cheating in exams, fabrication or falsification of information, and offering or accepting bribes or favours for grades or admission.

Plagiarism

Plagiarism refers to claiming someone else's ideas or words to be one's own without acknowledging the source. Plagiarism is one form of academic misconduct, and students and staff are expected to avoid it by doing their

own work, acknowledging all sources of information and ideas and acknowledging all group members when group work is concerned.

Cheating

Cheating refers to attempts to gain an unfair advantage by circumventing assessment requirements and rules in examinations and other assessment tasks. It includes:

- Communicating with or copying from another person/s during an examination;
- Using or possessing prohibited equipment or material during an examination;
- Sending, receiving or accessing (or endeavouring to send, receive or access) any source of electronic information during the examination unless specified by the examiner;
- Accessing or obtaining an advance copy of an examination paper unless otherwise authorised;

Any other breach of examination conditions as set out in the relevant assessment instructions, Unit outline and/or examination rules.

Contract Cheating

Contract cheating occurs when a student seeks a third party to complete part or all of an assessment item and subsequently submits the item as if the item is completed by the student. This includes:

- essay writing services
- friends, family or other students
- private tutors
- copyediting services
- agency websites, or
- 'reverse classifieds'

Third party services include marketing-savvy commercial providers who contact students via social media, online platforms and other advertising forums of cheating services about their academic services such as:

- academic custom writing
- online labour markets
- pre-written essay banks
- file sharing sites, and
- paid exam takers.

Collusion/Facilitating Academic Dishonesty

Collusion refers to unauthorised collaborations in preparation for the presentation of work, including knowingly allowing personal work to be copied by others.

Assisting another student, intentionally or recklessly, to commit an act of academic misconduct;

Unauthorised collaboration with other students on assessable work;

Unauthorised file sharing, including uploading or posting a copy of a Unit outline, assessment task (including student response), examination item or any other Unit or course materials to a website or server without

express permission of the University, for any other reason than personal use. Permission should be sought from the Unit Coordinator for Unit materials or the Legal Services Unit for all other material;

Removing or endeavouring to remove from the examination session any question or answer paper, other than paper provided for use by the student during the course of the examination, or other material which is the property of the University, unless authorised by the examination supervisor and examiner. In the case of online examinations, copying, recording, downloading, using screenshot functionality or photographing examination questions or materials without examiner authorisation.

Generative Artificial Intelligence (Gen AI)

GenAI uses generative models to produce text, images, videos, or other forms of data. In education, this can include but not limited to developing personalised learning materials, assessments, and interactive learning experiences, transforming how learning and teaching is conducted.

Gen AI Principles

In support of the Gen AI Learning and Assessment strategy, the Institute has developed the following Gen AI principles enable its community to engage with AI ethically and effectively.

1. *Only Use Gen AI to enhance your work.*
2. *Use Gen AI for Academic Work only when authorised.*
3. *Use must adhere to the Institute's Ethical use of Gen AI.*
4. *Use must include consideration of the limitations of Gen AI.*
5. *Use must protect the Institute's Privacy, IP and Commercial Agreements.*

Misrepresentation/Fabrication

Falsifying or intentionally misrepresenting data, images or information in an assessment task;

Citing references to non-existent or incorrect sources;

Making an untrue statement about attendance or participation in an activity required for assessment purposes (including a professional learning placement).

Misuse of Generative Artificial Intelligence Technology

Using work (e.g. assignment, essay, exam paper, research paper, creative project, data) generated by an unauthorised artificial intelligence (AI) tool in an assessment without permission from the Unit coordinator;

Using work generated by an artificial intelligence (AI) tool in an assessment where this is permitted, but without appropriate acknowledgement.

Other Academic Misconduct

Any other conduct by which a student or staff may seek to gain an unauthorised and unfair academic advantage over others. It includes the unauthorised use of file-sharing, where exam questions and assignments are exchanged internally or uploaded or downloaded through a third-party platform, unauthorised use of AI software or paraphrasing tools, as well as organising another person to complete an assessment item for the student.

4. PROCEDURE

Promotion and Prevention of Academic Integrity:

4.1 The Institute promotes academic integrity by:

- providing online resources (Academic Integrity Module) and support on Academic Integrity and the **GEN AI Principles** for prospective and current students and staff;
- providing resources and support to staff to assist them in providing guidance and feedback to students to develop their knowledge and skills related to academic integrity; as well as responding to allegations of academic misconduct;
- the integration of learning experiences and assessment tasks that allow students to develop and demonstrate good academic and research practices as they progress through the course;
- utilising and referring to the tools and guidance provided by the Tertiary Education Quality and Standards Agency (TEQSA).

4.2 All Students will:

- act in accordance with the principles of academic integrity in their learning and assessments;
- be familiar with the principles of academic integrity (where applicable), both generally and for their discipline or course of study, and how it relates to their future professional life;
- encourage other students to uphold academic integrity and discourage other students from any form of academic misconduct;
- familiarise themselves with the expectations for assessment, including assessment task requirements, acknowledgement practice, and marking criteria;
- submit only work which properly acknowledges the ideas, designs, code, images, words or works of others and which is otherwise their own original work;
- avoid lending or otherwise providing assessment items, directly or indirectly, to other students where it could be reasonably foreseen by the student that their work could be used dishonestly;
- be aware of the collective responsibility of proper acknowledgement within group assignments, and be able to substantiate their claims to authorship in a group assignment;
- acknowledge that a copy of an item submitted for assessment may be shared with other staff members for the purpose of assessment, or submitted to a text/code-matching software program such as Turnitin for originality checking; and
- otherwise refrain from any forms of academic misconduct.

4.3 All current and prospective students of the Institute are informed in writing about the expectations of the **Academic Integrity Policy, GEN AI Principles**, and possible penalties for violation of academic integrity as part of their signed written agreement, Orientation and in the **Student Handbook**.

4.4 Academic Staff receive professional development and training on academic integrity, including the Institute's **GEN AI Principles** and academic misconduct management.

4.5 Academic Staff are encouraged and supported to develop an assessment regime that minimises the opportunities for academic misconduct. Assessments should be also designed to prioritise authentic learning and minimise over-reliance on Gen AI.

4.6 When submitting assessments, students are required to provide a statement of authorship and assessment declaration cover page that declares that assessment items submitted are entirely their own.

4.7 The Institute utilises plagiarism detection software to deter and detect plagiarism. When marking assignments, projects, and other assessments, staff members have access to such software via Moodle

to detect plagiarism. However, reports from academic integrity tools should not be used as sole evidence for any suspected case of inappropriate Gen AI use

Detection of Academic Misconduct

4.8 The Academic team will use reasonable means to proactively detect breaches of student academic integrity standards, including:

- supporting students to:
 - report any contact or solicitation from companies or entities that promote cheating, plagiarism or any other forms of academic dishonesty
 - report, confidentially and in good faith, suspected academic integrity breaches committed by their peers
 - demonstrate honesty and responsibility by self-reporting any personal breaches of academic integrity
- the use of technology, such as text-matching software, language analysis software, metadata, investigation software and remote supervision software. The Institute uses text-matching software (e.g. Turnitin), language analysis software (e.g. Turnitin Authorship), learning platform analytics and online invigilation software.
- manual review and monitoring by the Academic team.

4.9 All staff are required to report any alleged academic misconduct that they become aware of to the Academic Leadership team as soon as possible but usually not later than seven (7) days after the incident.

4.10 The investigation could be initiated by either the lecturer, the Academic Leadership team, or the delegate as soon as the alleged report is received.

4.11 The Institute will investigate external or anonymous reports of student academic misconduct at its discretion, considering:

- the nature and seriousness of the alleged breach
- whether there is sufficient information for an investigation to be conducted, and
- the extent to which the anonymity, confidentiality and privacy of the reporter can be maintained.

Academic Misconduct Management

4.12 Academic misconduct proceedings will be transparent, equitable, fair, and consistent with the principles of natural justice.

4.13 Students who are the subject of an allegation of academic misconduct will have the opportunity to:

- review any evidence provided to the decision maker
- present their own evidence to the decision maker
- respond to the decision maker verbally and in writing
- seek support from the Student Services team

- bring a support person provided that the support person is not a qualified legal practitioner to any meetings
- 4.14 A student is not obliged to participate in or contribute to the investigation. The student must be informed in advance that any evidence or disclosures they provide may be used in future misconduct allegations.
- 4.15 A student alleged to have committed academic misconduct shall be entitled to remain enrolled during the investigation.
- 4.16 The Academic Leadership team may undertake activities to aid in the identification or exclusion of potential breaches, including:
- inviting a student to respond to any anomalies found in documentation submitted for academic advantage or advancement, such as assessment, credit, enrolment and academic progress, and explain the circumstances in which the anomalies may have arisen
 - engaging an academic staff member with appropriate expertise to meet with the student to discuss or explain components of their assessment tasks to verify the student's understanding and authorship of the work
 - requesting that the student provide evidence, for review by an academic staff member with appropriate expertise, to authenticate the student's authorship of the assessment task, such as notes, drafts or resource materials used in the preparation of the work
 - utilising software, including but not limited to text-matching software, language analysis software, metadata, investigation software and remote supervision software.
- 4.17 Outcomes of academic misconduct will be determined through a fair investigation and hearing process, ensuring that any breaches of student academic integrity standards are addressed appropriately, proportionately, consistently and in a timely manner.
- 4.18 The privacy and confidentiality of all parties will be respected. The Institute will manage student academic integrity breach data in accordance with the ***Privacy Policy and Procedure*** and the ***Records Management Policy and Procedure***.
- 4.19 Where there is insufficient or no evidence to support a formal allegation of academic misconduct, the Academic Leadership team will:
- notify the Student that the report or allegation of academic misconduct has concluded.
 - notify relevant academic staff that the preliminary review into the report or allegation of academic misconduct has concluded, and
 - record that there is no case for the student to answer in the student management system.
- 4.20 Set out below are procedures to follow where the types of academic misconduct covered by this policy are suspected or alleged.

Level of Academic Misconduct	Procedure and Penalties
Level 1: Poor academic practice, scholarship or inexperience rather than culpable plagiarism. • the activity is reasonably judged to be a minor and unintentional departure from	The lecturer/tutor or unit convenor will provide the student with advice on avoiding plagiarism. • explain to the student the nature of the poor academic practice

Level of Academic Misconduct	Procedure and Penalties
accepted scholarly conventions or failure to comply with assessment requirements - the activity is characterised by inexperience, lack of student knowledge or poor academic skills - the activity occurs in the normal course of learning the techniques, methodologies and presentation conventions that are accepted within a discipline area, and - the impact of the incident does not compromise the purpose and/or integrity of the assessment. <i>Identification of poor academic practice is not a finding of academic misconduct.</i> Level 1 offenses are dealt with by the lecturer/tutor and unit convenor (if the unit convenor is a different person).	- advise that the same or similar actions in future may constitute a breach of academic integrity, and - may, where relevant, direct the student to an educative response The mark for the work should reflect the academic quality of the work, taking any poor practice in referencing, etc., into account. For example: - Reduced marks may be allocated for inadequate citation of material (e.g., the material copied from online sources without acknowledgment); - Reduced marks for an element of submitted work may be allocated for joint work without acknowledgement of co-contribution or for submitted work that has clearly been jointly prepared where this is not authorised.
Level 2: Minor cases where the suspected academic misconduct is the first offence may include: - over-reliance on sources without sufficient evidence of the student's own work; - an element in a piece of work that makes a small contribution to the mark for the course; - more significant cases where there are mitigating exceptional circumstances; - moderate significant cases at an early stage of an undergraduate student's career. Level 2 offences are managed by the lecturer/tutor and the unit convenor in consultation with the Academic Leadership team or delegate.	Level 2 academic misconduct will be reported by the lecturer/tutor and the unit convenor to the Academic Leadership team. The Academic Leadership team or delegate will: - send the student a written warning, including advice on avoiding plagiarism. - provide a copy of the written warning to the responsible Institute officer for inclusion in the student's file. - ensure that relevant details of the incident have been recorded by the responsible Institute officer in the Institute's academic misconduct database, which is maintained and updated for the purpose of detection of multiple offences. As with Level 2 above, the mark for the work should reflect the academic quality of the work, recognising, for example, that the referencing may be poor or that not all the works are the student's own.

Level of Academic Misconduct	Procedure and Penalties
Level 3: Significant cases, including cases of extensive or concurrent academic misconduct by the student or for a repeat offence. Examples: - work where large sections have been copied from online sources without acknowledgment; - cases where plagiarism has been detected in more than one piece of work submitted by a student; - work where the plagiarised element would contribute significantly to the mark for the course. - Academic Fraud and/or Work where evidence has been fabricated or falsified. - Cheating in invigilated assessments including, but not limited to, in-class tests and examinations is another form of academic misconduct and undermines academic integrity Significance Significance must be judged by the Academic Leadership team on a combination of the following factors: - Level and stage in the academic career. - Advice is given to students on the course about avoiding plagiarism. - The marking conventions of the discipline. - The opportunities for re-submission. - The impact of failure in that assessment. - The extent of the misconduct. Level 3 offences are escalated to the Academic Leadership team or delegate, who will determine the significance of the offence and apply an appropriate penalty. The more severe or repeat cases will be referred to the Student Discipline and Appeals Committee at the discretion of the Academic Leadership team.	Level 3 academic misconduct is reported to and managed by the Academic Leadership team or delegate, who will decide on the appropriate penalty(s) to reflect the seriousness of the matter. The Institute's database recording cases of plagiarism/academic misconduct will be updated accordingly. A written account setting out details of the incident and the action taken will be prepared by the Academic Leadership team or delegate and will be added to the student's file. Penalties (listed from minimum to maximum) Listed below are penalties that may be applied with the approval and oversight of the Academic Leadership team: • A written warning. • Re-marking of the original work with the section associated with the misconduct removed. Marks are allocated as a reflection of the academic quality of the remaining work. [Care should be taken in applying this penalty. The 'volume' of plagiarised work should not be used as the sole indicator of the case's significance. Consideration should also be given to the validity of the remaining work and its ability to be marked in an edited form when plagiarised sections have been removed]. Any additional attempts or re-submissions of the work, which is standard practice for the discipline, should be restricted to a pass mark. • Reduction of face value mark in bands of 10% to reflect the significance of the misconduct, e.g., a mark of 57% might be reduced to 47%. • A zero mark is to be awarded for that assessment. • A zero mark is to be awarded for that unit. • Severe cases or repeat offences may be referred to the Student Discipline and Appeals Committee, and at the discretion of the

Level of Academic Misconduct	Procedure and Penalties
	Committee, students may be required to show cause why they should not be excluded.

Cheating in Invigilated Assessments

4.21 In supervising invigilated assessments, invigilators and/or other persons in authority will:

- Refer suspected instances of cheating in invigilated assessments to the Academic Leadership team or delegate.
- Take action where candidates have unauthorised materials in their possession.

Intervention Strategy

4.22 An intervention strategy may be applied as part of a penalty. An intervention strategy refers the student to services appropriate to that student's needs. These may include:

- Learning and numeracy support;
- Counselling and Wellbeing Services;
- Academic support; and/or
- Other support from the Academic or Student Services teams.

Hearing proceedings

4.23 The membership categories of the Student Discipline and Appeals Committee are:

- Academic Dean (Chair);
- External Academic
- at least one other member of the full or part time academic staff appointed by the Academic Dean;

4.24 Recording or filming of a hearing is not permitted.

4.25 In determining an allegation of academic misconduct under this section, the Student Discipline and Appeals Committee:

- may follow any procedure it considers appropriate
- is not bound by the rules of evidence or other technicalities or legal forms and may inform itself in relation to any matter in any manner it deems fit
- may direct questions to the student and request additional information from any individual whose input is deemed relevant and necessary to enable them to properly determine the matter
- must act fairly in all the circumstances, having regard to the requirements of natural justice
- may not take into account prior findings of misconduct when deciding whether or not to uphold an allegation of misconduct, and

- must allow the student to be accompanied by a support person nominated in accordance with this policy.

4.26 The Student Discipline and Appeals Committee must:

- make a decision to uphold or dismiss the allegation(s) on the evidence before them, ensuring that the determination is made on the balance of probabilities
- balance the rights of the individual student with the need for fair and impartial decision-making for all students
- preserve the academic integrity of programs and standards on behalf of the Institute
- be scrupulously honest and exercise all due care and diligence in the performance of their duty
- avoid any action which could affect their judgement when dealing with the matters under consideration
- treat each other and staff and students with professionalism, courtesy, confidentiality and respect.

4.27 Any matters identified in the hearing that may be considered general misconduct must be referred to the Academic Leadership team where action may be taken in accordance with the ***Student Conduct Policy and Procedure***.

Academic Misconduct Penalties

4.28 In determining the penalty to apply, the Academic Leadership team will consider several factors including, but not limited to:

- The nature and extent of the misconduct;
- The level of the student's course (graduate or undergraduate), the duration of their enrolment at the Institute and the expectations associated with their level of study
- The student's knowledge and understanding of, and exposure to, accepted scholarly practices and cultural norms, including whether discipline practices and requirements have been clearly communicated to the student
- Personal hardship, illness, demonstrated remorse and willingness to undertake corrective actions or other mitigating circumstance
- The impact of the misconduct;
- The level of intentionality; and
- Premeditation, repeat offences and the negative impact on others within the Institute community or other exacerbating factors

Penalties for Academic Misconduct in Invigilated Assessments

4.29 Where there is clear evidence, a student is using unauthorised material or engage in any activity that constitute academic misconduct in the assessment venue, the Academic Leadership team or delegate has the right to remove the student from the venue.

- 4.30 Cheating in any form during an examination will typically result in a failing grade being recorded for the unit in question. At the discretion of the Academic Leadership team, they may be required to show cause why they should not be excluded.
- 4.31 Further instances of cheating in examinations will result in a failing grade for the unit, and the student shall be asked to show cause why they should not be excluded from their course of study for a period of 2 years. Any student excluded from one course of study will not be permitted to transfer any internal advanced standing to another course of study.

Outcome notification

- 4.32 Within five Institute business days of the allegation being heard and outcome determined, the student must be provided with written notice of:
- the decision of the Academic Leadership team or Student Discipline and Appeals Committee to uphold or dismiss the allegation(s)
 - any penalty imposed
 - the reason(s) for both the decision and any penalty imposed; and
 - the right to appeal

Exclusion

- 4.33 Any student who is under the procedures above is required to show cause why they should not be excluded from the course, will be required to do so in writing within 10 working days from the date of the letter of notification to them.
- 4.34 The Student Discipline and Appeals Committee will consider the case and normally, the student will be required to present their case in person before the Committee.

Appeals

- 4.35 Students may appeal the decision of the Academic Leadership team regarding the findings of misconduct or plagiarism or the penalty imposed.
- 4.36 Appeals arising from decisions made by the Academic Leadership team should be made to the Student Discipline and Appeals Committee.
- 4.37 Students may also seek assistance from an external authority if they are not satisfied with the decision reached by the Academic Leadership team or the Student Discipline and Appeals Committee. Please refer to the ***Academic Appeals Policy and Procedure***.

Assurance, Monitoring and reporting

- 4.38 There is reporting on the occurrence and nature of misconduct and breaches of academic or research integrity are monitored, and that action is taken to address underlying causes to EMT and the Academic Board.

5. QUALITY ASSURANCE

To ensure that this procedure is fit for purpose and meet the requirements of the TEQSA Compliance Frameworks, the procedure will be:

- 5.1 internally approved by the Executive Management Team on development or review;
- 5.2 externally reviewed as part of any independent review of the TEQSA Compliance Frameworks approved by the Governing Board (GB);
- 5.3 internally reviewed by the Responsible Officer every five years from the date of approval (if not earlier); and
- 5.4 referenced to the applicable TEQSA Compliance Frameworks and/or other legislation/regulation.

6. FEEDBACK

Feedback or comments on this procedure is welcomed by the listed responsible officer(s) of the Institute.

7. ACKNOWLEDGEMENT

This procedure was developed with reference to the following:

- Avondale University, Academic Integrity Policy and Procedure, 2024 ([Academic Integrity Policy & Procedure - Avondale Policies - Confluence \(atlassian.net\)](#))
- Bond University, Academic Integrity webpage 2026 ([Academic Integrity | Bond University | Gold Coast, Queensland, Australia](#))
- Griffith University, Student Academic Misconduct Policy, 2024 ([Academic integrity](#))
- Monash University, Assessment and Academic Integrity Policy and Procedures 2024 ([Assessment and Academic Integrity Policy \(monash.edu\)](#));
- University of Melbourne, Student Academic Integrity Policy, 2026 ([Student Academic Integrity Policy \(unimelb.edu.au\)](#))
- University of Wollongong, Academic Integrity Policy, 2024 ([<NAME> POLICY \(uow.edu.au\)](#))
- Tertiary Education Quality and Standards Agency, Guidance Note: Academic Integrity v1.2, March 2019 ([Guidance note: Academic integrity | Tertiary Education Quality and Standards Agency \(teqsa.gov.au\)](#))

8. VERSION CONTROL

Version	Date approved	Description	Approved by
2.0	18 June 2018	Reflecting the requirements of the HESF standards and changes in academic leadership structure	EMT
3.0	13 July 2020	Internal Review	EMT

Version	Date approved	Description	Approved by
4.0	December 2022	Minor update – updated definition of Academic Integrity and Contract Cheating	EMT
4.1	June 2023	Internal Review	EMT
4.2	September 2023	Internal Review – minor formatting changes and external referencing	EMT
5.0	August 2026	Internal Review	EMT
Related legislation/ regulation/standard	Tertiary Education Quality and Standards Act 2011 Education Services for Overseas Students Act (ESOS) 2000 Education Services for Overseas Students Regulations 2019 The National Code of Practice for Providers of Education and Training to Overseas Students 2018 Higher Education Standards Framework (Threshold Standards) 2021		

Note. EMT = Executive Management Team.