

Plagiarism, Collusion, Misuse of AI & Cheating Policy & Procedure

Purpose

This policy is intended to promote honesty in learning and assessment and respect for the work of others. Contravention of this policy will result in Students being managed as per CEAV Institute's Student Code of Conduct.

The purpose of this policy and procedure is to:

- Describe the responsibility for applying CEAV Institute's Plagiarism, Collusion & Cheating Policy
- Define plagiarism, collusion, cheating, and generative AI as applied within CEAV Institute
- Describe the procedure for preventing cheating, collusion, misuse of AI and plagiarism
- Provide the principles behind the imposition of penalties for plagiarism, collusion, and cheating
- Provide procedures for dealing with incidents involving plagiarism, collusion, and cheating
- Describe the penalties for plagiarism, collusion and cheating as applied by CEAV Institute
- Describe the Student's Right of Appeal

Scope

This policy applies to all the CEAV Institute (RTO 22523) including staff, students and stakeholders.

Responsibility

It is the responsibility of the RTO Manager to implement this Policy and Procedure and to ensure the processes are followed when dealing with instances of plagiarism, collusion, and cheating. Refer to responsibilities on page 6 of this Policy and Procedure for further information.

Definitions or Reference Documents

- **Student** – A person being trained and assessed by CEAV Institute
- **National Vocational Education and Training Regulator (Outcome Standards for Registered Training Organisations) Instrument 2025** – Set of revised standards from the Australian Government Department of Employment and Workplace Relations (DEWR) focusing on quality outcomes for learners and employers.
- **Plagiarism** – involves using the work of another person and presenting it as one's own. Students are expected to acknowledge the intellectual property of others used in the preparation of projects and assessment tasks. Plagiarism is copying another person's ideas or expressions without appropriate acknowledgement and presenting these ideas or forms of expressions as your own. It includes not only written works such as books or journals, but data or images that may be presented in tables, diagrams, designs, plans, photographs, film, music, formulae, websites and computer programs.
- **Accidental Plagiarism** – is conducted unintentionally, and it is often due to an incomplete understanding of what plagiarism is and/or a lack of language and study/research skills.
- **Collusion** – is an understanding or agreement between two or more people to intentionally cooperate to gain an unfair advantage in assessment and may include:
 - Unauthorised and unacknowledged joint authorship in an assessment task.
 - Unauthorised and unacknowledged copying or use of material prepared by another person for use in assessment.

Plagiarism, Collusion, Misuse of AI & Cheating Policy & Procedure

- **Cheating** – is to act dishonestly or unfairly to gain an advantage. It can also be defined as completing an assessment without a student's effort and getting someone else to do the work. This is not an acceptable practice and will affect the progression of the course.
- **Generative Artificial Intelligence (AI)** - includes tools like ChatGPT, Claude, Copilot etc. Generative AI is accepted only where it's used to support and deepen student learning, used ethically, upholds academic integrity and does not circumvent the principles of assessment and rules of evidence, i.e. valid, reliable, sufficient, authentic, current. It must not be used to avoid, replace, or reduce authentic effort towards completing assessments.

Policy

CEAV Institute regards plagiarism, misuse of generative AI, and cheating as extremely serious academic offences. The penalty imposed by CEAV Institute will depend upon the severity of the incident, whether the student is a repeat offender, whether there is evidence of deliberate deceit or intent, and whether another Student has been coerced into participating.

Procedure

Guidelines for students

Students are provided with information about plagiarism, collusion, misuse of AI and cheating in the following ways:

- Student Handbook
- During course induction
- Policies section on CEAV Institute's website
- Student Declaration section in all Assessment Booklets

CEAV Institute will inform students about cheating, collusion, and plagiarism as per the above, to make them aware of plagiarism, collusion and cheating and its penalties.

CEAV Institute will require each student to complete a declaration with all assessment submissions indicating that they have not cheated, colluded, or plagiarised in their assessment.

CEAV Institute's trainers/assessors will actively monitor students in class and/or during student assessments to detect any instance of plagiarism, collusion or cheating. CEAV Institute's trainers/assessors may check for plagiarism using online plagiarism detection websites and tools.

Principles behind the imposition of penalties for plagiarism, collusion, and cheating:

- All students will be allowed to explain the incident

Plagiarism, Collusion, Misuse of AI & Cheating Policy & Procedure

- Students who unintentionally engage in plagiarism, collusion or cheating must be given appropriate counselling and guidance so that they do not repeat the offence
- Any cheating or plagiarism will incur a penalty ranging from a reprimand and warning, in writing, to the cancellation of all assessment results for the course and/or expulsion from CEAV Institute

Reporting of suspected misconduct

A trainer/assessor who suspects student plagiarism/collusion, misuse of AI or cheating must report this to the RTO Manager.

Any suspected case of plagiarism, collusion or cheating must be investigated by the RTO Manager.

The principles of natural justice must be applied at all stages in the process. Any student suspected of plagiarising, colluding, misuse of AI or cheating must be given a fair hearing and the opportunity to provide evidence of authorship.

In some cases, the RTO Manager may require the student to meet with them to discuss the issue of plagiarism/collusion misuse of AI and cheating.

The RTO Manager must determine whether the plagiarism/collusion amounts to cheating by conducting a thorough investigation which involves reviewing the suspected Student's written work and discussing the workplace trainer/assessor's suspicions regarding plagiarism/collusion misuse of AI and/or cheating.

If after the investigation, the RTO Manager determines there was no Plagiarism/Cheating/Collusion or misuse of AI and that it is a case of unsatisfactory assessment, they will then direct another CEAV Institute trainer/assessor to mark the student's work appropriately.

If this occurs, the RTO Manager will send a Plagiarism and Cheating Warning letter to the student. This letter is to be scanned into the Student's Record in VETtrak and a copy of the letter is to be placed on the student's file by CEAV Institute Administration.

If after the investigation, the RTO Manager determines that there is a possible case of Plagiarism, Collusion misuse of AI and Cheating and there is evidence that the student intended to obtain an unfair disadvantage, the RTO Manager must allow the student to respond before making a final decision. In addition to more obvious cases of plagiarism (e.g., copying large slabs of information from the Internet) this situation would arise where two Students, contrary to instructions, submit substantially the same work.

In instances of plagiarism, collusion and cheating the RTO Manager will impose a penalty depending upon the severity of the plagiarism, collusion, and cheating.

Plagiarism, Collusion, Misuse of AI & Cheating Policy & Procedure

Penalties for Plagiarism, Collusion & Cheating

Categories of Plagiarism, Collusion & Cheating	Penalties
The first instance	• Reprimand and warning in writing • Student must submit a written explanation about the reason for the occurrence of cheating, collusion or plagiarism and submit to the RTO Manager • Assessment must be re-done and re-submitted • Letter of reprimand recorded in the Student's Communication Log.
Second Instance	• Final written warning indicating another occurrence will result in expulsion from CEAV Institute • Assessment must be re-done and re-submitted • Statement of Action taken and recorded in Student's File
Third and ongoing instances	• Expulsion with no refund • Statement of Action taken recorded into Student's Record in VETtrak • Matter referred to the CEO – Australian Centre for Career Education • If the penalty is the cancellation of all assessment results for the course and/or expulsion from CEAV Institute, then CEAV Institute must refer the matter to all regulatory bodies if required

The student has the right to appeal against the outcomes of the above procedure and can appeal the decision as per CEAV Institute's ***Complaints and Appeals Policy and Procedure***.

Responsibilities

Chief Executive Officer

Deal with serious cases of plagiarism/cheating as referred by the RTO Manager and impose Disciplinary Action as per the ***Disciplinary Policy and Procedure***.

RTO Manager

Is responsible for the implementation of this policy and procedure and ensuring staff and students are aware of its application and that staff implement its requirements.

Plagiarism, Collusion, Misuse of AI & Cheating Policy & Procedure

- Investigate any cases of plagiarism, collusion and cheating brought to their attention by CEAV Institute trainers/assessors and based upon the investigation decide whether there is a substantiated case for plagiarism, collusion and cheating.
- Send the Student a Plagiarism and Cheating Warning Letter, scan a copy into the student's record in the Student Management System and place a copy on the student's file.
- Meet with the Student to determine if there is a case for plagiarism collusion and cheating.
- Impose the penalties for plagiarism and cheating and take any Disciplinary Action as per the **Disciplinary Policy and Procedure**.
- Refer a third offence of plagiarism to the CEO of CEAV Institute.

Trainers/Assessors

- Refer suspected cases to the RTO Manager for further investigation.
- Keep a record of all correspondence regarding the incident in the Student Communication Folder.
- Support the investigative process, as directed by the RTO Manager.
- Re-assess (mark) student work, if required.

Meeting the requirements of the VET Quality Framework

- National Vocational Education and Training Regulator (Outcome Standards for Registered Training Organisations) Instrument 2025:
 - Part 1 (Training and Assessment), Division 2, Standard 1.4

Related Documents

- Assessment Policy and Procedure
- Disciplinary Policy and procedure
- Student Code of Conduct
- Student Declaration in Assessment documents
- Student Handbook
- Student Plagiarism and Cheating Warning Letter
- Training Delivery Policy and Procedure

Document Version Details

Version Identifier:	V6
Date Amended:	11 November 2025
Approved by CEO, ACCE	Penne Dawe
Review Date:	1 November 2027

Plagiarism, Collusion, Misuse of AI & Cheating Policy & Procedure

Legislation	Relevant Websites
Commonwealth	
National Vocational Education and Training Regulator (Outcome Standards for Registered Training Organisations) Instrument 2025	https://www.legislation.gov.au/F2025L00354
National Vocational Education and Training Regulator Act 2011, including the July 2020 amendments	https://www.legislation.gov.au/Details/C2020C00250
Australian Privacy Principles	https://www.oaic.gov.au/privacy/australian-privacy-principles
Commonwealth Privacy Act 1988 and Amendments	https://www.legislation.gov.au/Details/C2014C00076
Public Records	https://www.legislation.vic.gov.au/in-force/acts/public-records-act1973/041
Victorian	
Education and Training Reform Act 2006	https://www.legislation.vic.gov.au/in-force/acts/education-andtraining-reform-act-2006/091
Victorian Privacy Act 2008	https://www.vic.gov.au/privacy-vicgovau
Privacy and Data Protection Act 2014	https://www.legislation.vic.gov.au/in-force/acts/privacy-and-dataprotection-act-2014/027