

Academic Integrity Policy

Document

Document Name	Academic Integrity Policy
Brief Description	This policy provides a framework for promoting a culture of academic integrity and management of academic integrity breaches at the Sydney Institute of Business and Technology (SIBT).
Responsible Officers	Academic Integrity Committee Chairs
Endorsing Committee	Academic Integrity Committee
Approving Authority	Academic Board
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Version Control

Date Approved	Version No.	Summary of Changes	Approved by:
2/6/2026	15	Added review frequency and Program Progress Policy and Procedure to Related Documents. Increased penalties in Appendix B. LTC endorsed changes to Academic Board 25/3/26. Approved by Circular Resolution 2/6/2026.	Academic Board

Related Documents

Name	Location
Assessment Policy	SIBT Website
Grade Review Policy	SIBT Website
Governance Charter	SIBT Intranet
Program Development, Monitoring and Review Policy	SIBT Website
Program Progress Policy and Procedure	SIBT Website
Student Code of Conduct	SIBT Website
Student Complaints and Appeals Policy	SIBT Website
Higher Education Support Act 2003	https://www.legislation.gov.au/
Higher Education Standards Framework (Threshold Standards) 2021	https://www.legislation.gov.au/
Higher Education Provider Guidelines 2012	https://www.legislation.gov.au/



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1. Purpose

- a) The Sydney Institute of Business and Technology (SIBT) strives to provide an engaged learning environment advancing education and knowledge, and community and cultural awareness.
- b) Academic integrity is a fundamental principle in teaching, learning and scholarship and is vital to the overall mission of the organisation and its stated commitment to offer the highest standard of education.
- c) The Academic Integrity Policy reflects SIBT's intent to promote academic integrity among students. The Policy serves as an education tool to guide staff in ensuring students observe the highest ethical standards in all aspects of academic work and sets out the procedures and penalties for breaches of academic integrity.

2. Definitions

Term	Meaning
Academic Integrity Breach	Behaviour by a student that in any way undermines or otherwise puts at risk the academic integrity of any program, unit of study or assessment (including examinations) or SIBT's academic reputation. Academic integrity breaches include cheating (using others work or Generative AI generated work), collusion, contract cheating, external editing, fraud, plagiarism, self-plagiarism, and unauthorised distribution.
Artificial Intelligence	Generative artificial intelligence (AI) language models (such as ChatGPT and Copilot) which respond to natural language text inputs and are designed to generate human-like responses.
Cheating	To cheat in an assessment or exam could be to copy the work of others, to have someone else do an assessment or bring unauthorised materials into an exam. Submitting work that is generated and/or enhanced with the use of digital assistance (e.g., translators, digital assistants, or artificial intelligence tools such as ChatGPT, Google Gemini, Bing, etc.) to the extent where the submitted work is not a reasonable representation of the student's abilities and/or cannot be considered an original work of the student unless otherwise explicitly permitted by the assessment specification.
Collusion	Copying another person's work (written, oral or practical) with their permission. This includes copying and sharing study notes and offering to complete another student's task in a group assignment. This may be with another SIBT student or with someone from another college or university.
Contract cheating	Paying or asking someone else to do a part of or a whole assessment on one's behalf and asking a friend or a family member to write a paper. This also includes having another person sit an assessment or exam on one's behalf and submitting an assessment which has been generated in whole or part by an algorithm, computer generator or artificial intelligence without permission or correct acknowledgement practices.
External editing	'Editing by Others' or 'External Editing'. Asking a friend or family member to correct and rewrite a paper.
Fraud	Using fake or false data, results, or references in submissions or assessment tasks, and submitting fake signatures or certificates to SIBT.
Plagiarism	Using another person's ideas and words without giving appropriate and proper acknowledgment.

Term	Meaning
	<p>This includes any ideas or words students sourced from the internet, books, journals, newspapers, published papers, SIBT staff, other SIBT students, and SIBT lecture slides and course materials.</p> <p>Plagiarism is also the use of an algorithm, computer generator or artificial intelligence models to generate any assessment in whole or in part without permission or correct acknowledgement practices.</p>
Self-plagiarism	<p>Resubmitting any part or all of one's own work that has been previously assessed at SIBT or any other tertiary institution or reusing parts of a previously submitted assignment or paper that has the same topic or scenario, without appropriate acknowledgement or permission either granted in the unit outline or from the Unit Coordinator.</p>
Unauthorised distribution	<p>Facilitating academic misconduct by: sharing or uploading hard copy or online SIBT material to external individuals and content-sharing businesses, including sharing material via social media and uploading content to commercial or free content-sharing sites; sharing or borrowing previous assignment submissions or samples with another student from the same unit without the permission of the Unit Coordinator.</p>

3. Application

- a) The Academic Integrity Policy applies to all units, all students, and staff involved in promoting a culture of academic integrity at SIBT.

4. Policy Statement

- a) Academic integrity is an essential part of the core values and principles outlined in the SIBT Student Code of Conduct.
- b) The key principles of this policy are that SIBT will:
 - i. Expect all students to do their academic work honestly and with integrity; and
 - ii. Ensure students are assessed for work that is verifiably their own. While the use of technology such as translators and generative artificial intelligence (ChatGPT, Google Gemini, Bing, etc.) may have appropriate use cases, students should seek feedback from their teachers about these tools to ensure their use does not breach academic integrity, such as cheating and plagiarism.
 - iii. Use a range of approaches to educate students in the practice of honest academic work; and
 - iv. Take consistent and equitable action to encourage academic integrity by:
 - Modelling academic integrity in practice (e.g., referencing sources); and
 - Embedding academic integrity in learning so that students understand what is expected of them; and
 - Communicating that any piece of academic work can be checked at any time using an appropriate process; and
 - Applying a common penalty framework across the organisation; and
 - Applying appropriate, consistent procedures for detecting and investigating suspected breaches of academic integrity; and
 - Providing and communicating the appeal process.
- c) Examples of dishonest behaviours are contained in the Section 7.

5. Policy Principles

- a) Throughout their studies at SIBT, students are expected to conduct themselves in an honest and ethical manner and in accordance with accepted standards outlined in the SIBT Student Code of Conduct.
- b) Behaviour contrary to these standards, including plagiarism and deception, are understood to be breaches of academic integrity.
- c) The approach taken by SIBT to academic integrity is one that is appropriate to a learning organisation, with equity, respect, fairness, and responsibility being the core values that underpin the learning environment.
- d) The SIBT Complaints and Appeals Policy is available to the public on the SIBT website.

6. Promoting Academic Integrity

In fulfilling its commitment to promoting and maintaining the highest standards of academic integrity, SIBT will ensure that students are supported and encouraged to conduct themselves honestly. To achieve this:

- a) Academic integrity is dealt with at every level from policy, through processes, to individual staff practices; and
- b) Academic expectations are explained to students during the orientation process, as well as throughout their studies; and
- c) This policy is made available to all staff and students via the [SIBT Policy hub](#) and reference to the policy is included in all unit guides which are distributed and covered in the first week of class; and
- d) Discipline-specific academic literacy units designed to develop appropriate academic communication skills and practices and to gain an increased understanding of the values that underpin academic culture are set as required units for all foundation and diploma programs; and
- e) The importance of adhering to writing and referencing conventions is addressed by tutors/lecturers in conjunction with major written assessments; and
- f) Graduate capabilities or generic skills outcomes direct teaching and assessment, and support teaching staff in educating students about effective communication, critical thinking, analysis, and interpretation; and
- g) Peer review of units and programs, assessment review and curriculum design or development will take into consideration assessment design that aims to minimise the ability of students to engage in cheating, especially contract cheating; and
- h) Plagiarism, collusion, and contract cheating software is used for detection purposes; and
- i) Rules for online exams are communicated to students prior to the scheduled exam time to uphold academic integrity and identify what constitutes a breach of academic integrity in the online exam environment; and
- j) Students are required to provide appropriate identification, such as their student card or a photo ID, before sitting final exams; and
- k) All teachers are made aware of the process for reporting breaches of the Academic Integrity Policy.

7. Breaches of Academic Integrity

- a) Behaviour by a student that in any way undermines or otherwise puts at risk the academic integrity of any program, unit of study or assessment (including examinations) or SIBT's academic reputation. Academic integrity breaches include cheating (using others work or Generative AI generated work), collusion, contract cheating, external editing, fraud, plagiarism, self-plagiarism, and unauthorised distribution. Examples of breaches of academic integrity include, but are not limited to:
- i. Bringing unauthorised materials or devices into an examination or assessment activity; and
 - ii. Working with another person in order to gain an unfair advantage in assessment; and
 - iii. Copying another person's answers or improperly obtaining answers to questions in an examination or other form of assessment; and
 - iv. Submitting work for assessment that is not the student's own work; and
 - v. Communicating in an examination or other test with other students or persons, or bringing into the examination room any textbook, notebook, memorandum, other written material or electronic device or any other item not authorised by the exam rules and supervisors; and
 - vi. Writing an examination answer or consulting another person or materials for an examination answer, outside the confines of the examination room (physical and online), without permission to do so; and
 - vii. Attempting to read another student's work in an examination, or, in other circumstances, without their permission; and
 - viii. Where individual work is required, making or receiving available notes, papers or answers related to the content of an examination or assignment (in whatever form) to or from another student, without the permission of the teacher of the unit; and
 - ix. Not following directions about seating location and movement in the examination room; and
 - x. Submitting work in which ideas, words or other work are taken from a source and presented as if these are the student's own work, without appropriate acknowledgement of the original author, 'appropriate acknowledgement' being the conventions of citation recognised as acceptable to SIBT; and
 - xi. Inappropriately using digital or information technology to complete an assessment task, including but not limited to:
 - Generating content using an algorithm computer generator or artificial intelligence models; or
 - Using paraphrasing or translation software to disguise plagiarism, collusion, contract cheating, or other academic integrity breach; and
 - xii. A breach of the SIBT Student Code of Conduct.

8. Determining Academic Integrity Breaches and Penalties

- a) The Academic Integrity Committee is responsible for investigating reports of suspected breaches of academic integrity, determining the severity of the incident, deciding whether a penalty should be imposed, and what that penalty should be.

- b) The Academic Integrity Committee consists of:
 - i. Program Convenor (ex-officio) (Chair)
 - ii. Academic Director
 - iii. Program Convenors from an active program, if required.

The Quality and Compliance Manager will provide compliance advice and secretariat duties as required but has no voting rights on AIC cases.
- c) A record of any penalties imposed will be logged in the Academic Integrity Register, and on the student's record.
- d) The Academic Integrity Committee reviews each case to determine severity and penalties in accordance with the Organisation's Response to Breaches framework (Appendix B in this Policy). The Academic Integrity Committee may find that an incident does not constitute a breach and close the case.
- e) The following will be considered when determining the severity of any alleged breach of academic integrity:
 - i. Type and extent of the behaviour; and
 - ii. Student experience and their stage in their studies; and
 - iii. Prior history of academic integrity concerns (if applicable).
- f) Breaches may be deemed **significant** or major if they are, or appear to be, deliberately planned, and/or substantial in scope or scale. Otherwise, if it is unintentional they will be deemed **minor**.

9. Roles and Responsibilities

- a) The Academic Director monitors the effectiveness of the Academic Integrity Policy and oversees the development and administration of academic resources, training and support for students and academic staff.
- b) The Chairs of the Academic Integrity Committee are responsible for providing regular updates on academic integrity matters to the SIBT Learning and Teaching Committee.
- c) The Academic Director is responsible for providing regular updates on academic integrity matters to the SIBT Academic Board, as well as an annual report to the Learning and Teaching Committee and Academic Board.
- d) The Academic Board is responsible for overseeing academic quality assurance in regard to academic integrity, including advising on, and approving, the Academic Integrity Policy.
- e) The Quality and Compliance Manager is responsible for monitoring all academic integrity matters, including oversight of the Academic Integrity Register, to identify areas of risk and support improvements in teaching and learning practices.
- f) The Academic Integrity Committee is responsible for providing feedback on the Academic Integrity Policy and processes.
- g) The Academic Integrity Committee is responsible for responding to and investigating suspected academic integrity breaches and ensuring the policy is applied fairly and consistently.
- h) As Chairs of the Academic Integrity Committee, Program Convenors are responsible for facilitating the investigation process after a report of suspected academic integrity concerns has been lodged, including gathering evidence for the Academic Integrity Committee to review and maintaining the organisational register,
- i) Unit Coordinators are responsible for designing learning and teaching practices and assessments that embed standards of academic and professional integrity.

- j) Teaching staff are responsible for identifying and reporting suspected academic integrity concerns and educating students about scholarly practice and academic integrity. This includes:
 - i. Completing the Academic Integrity Unit/Module; and
 - ii. Educating students about academic integrity; and
 - iii. Promoting academic writing and referencing skills; and
 - iv. Verifying the originality of student work; and
 - v. Checking the accuracy and appropriateness of references and citations; and
 - vi. Reporting suspected academic integrity breaches according to the procedures.
- k) Students are responsible for adopting an integrity-based approach to academic work and assessment. This includes:
 - i. Completing the Academic Integrity Module; and
 - ii. Submitting their own work, sitting their own tests, and doing their own examinations; and
 - iii. Acknowledging the work of other people that they have used in assessments and other tasks; and
 - iv. Following instructions for all assessment tasks, including SIBT approved referencing conventions, accurate citation, and submission procedures; and
 - v. Providing accurate and truthful documentation to the SIBT; and
 - vi. Reading and adhering to this policy.

10. Appeals

- a) Students can appeal decisions and penalties applied where they meet the grounds for appeal.
- b) Students should refer to the Student Complaints and Appeals Policy for more details.

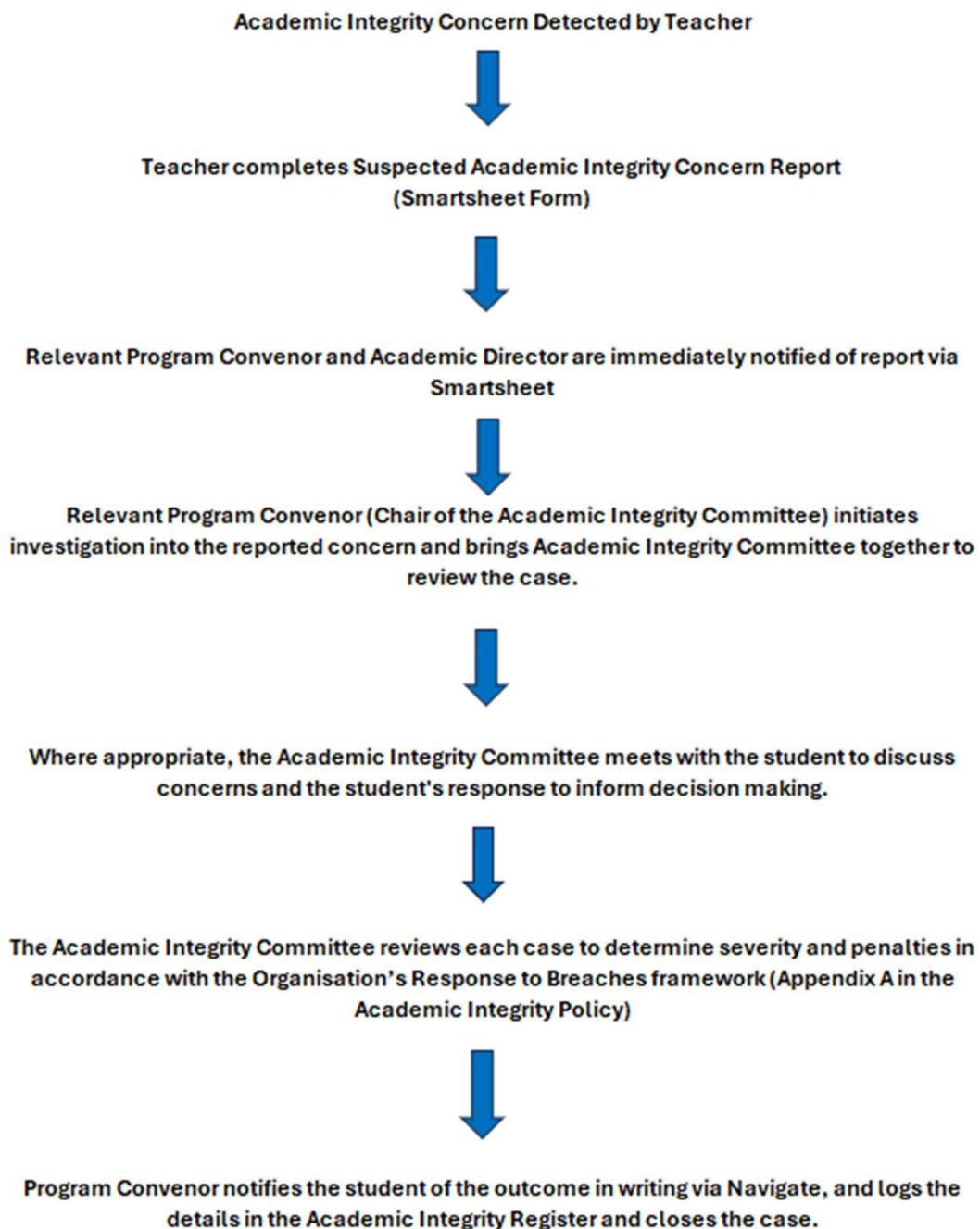
16. Review

- a) This Policy is reviewed by the Responsible Officers and the Quality and Compliance Manager every three (3) years and updated with any changes to the regulatory compliance requirements, legislation, regulation, and guidelines.
- b) This review process aims to ensure alignment to appropriate strategic direction and continued relevance to SIBT's current and planned operations.

11. Appendix A: Reporting Suspected Academic Integrity Concerns

All suspected academic integrity concerns are to be reported via the [Suspected Academic Integrity Concern Report](#).

REPORTING FLOWCHART: ACADEMIC INTEGRITY CONCERNS



12. Appendix B: Organisation’s Response to Breaches

Level 1 (minor) Breach of Academic Integrity	
Context	Potential Penalties/Outcomes
<p>Level 1 (minor) Breach of Academic Integrity</p> <p>In Level 1 cases, there is the assumption that students may not be aware of the correct protocols or the seriousness of the issue.</p> <p>Factors that might be taken into consideration when deciding whether the alleged breach is Level 1 (minor) may include:</p> <ul style="list-style-type: none"> • The student is in the first session of the course and has not received a prior warning; • A negligible amount has been plagiarised; • The student has made an attempt at referencing. <p>This level typically involves early-stage students or those transitioning into SIBT.</p>	<p>If the student fails to respond to the allegation and/or the breach is substantiated by the Academic Integrity Committee, Level 1 penalties may include, but are not limited to:</p> <ul style="list-style-type: none"> • Issue a Warning letter to student and mark the assessment on its merits with no penalty; • Issue a Warning letter and request that the assessment item is resubmitted for marking with conditions (e.g. within 3 days) with reduced maximum mark e.g., 50% of the value of the assessment, as issuance of a caution; • Reduced mark for the assessment. <p>Students must undertake the online Academic Integrity Module (AIM) with a passing grade (100%) and reflect on strategies to avoid future breaches/concerns (Program Progress Policy and Procedure).</p> <p>SIBT will ensure that the penalties applied to students with a Level 1 breach do not give them an advantage over students who uphold academic integrity in their work.</p> <p>The Program Convenor, as the Academic Integrity Committee Chair, records the breach as Level 1 in the Academic Integrity Register, along with penalties/outcomes handed down, or if the case was dismissed.</p>

Level 2 (significant) Breach of Academic Integrity	
Context Process	Potential Penalties/Outcomes
<p>An indication that alleged breach was Level 2 may include:</p> <ul style="list-style-type: none"> • The student has received a prior warning about academic integrity concerns/breaches; • Where there is clear evidence of collusion between students; or • Where there is clear evidence of plagiarism, e.g., the work is obviously of a much higher level than previously submitted or may be highlighted by a Turnitin report with a high 'percentage similarity' (that is, large sections of copied and pasted text from other sources with no references or whole assignments matching the work of another student or person other than the student); • Where cheating is suspected in an examination or assessment activity. 	<p>If the student fails to respond to the allegation or cannot adequately explain the incident and the breach is substantiated by the Academic Integrity Committee, Level 1 penalties may be applied, in conjunction with one or more of the following:</p> <ul style="list-style-type: none"> • The student may be required to resubmit or undertake additional or alternative assessment (the maximum mark possible being 50% of the total mark for the task); • Grade of zero (Fail) may be recorded for the assessment item; • A downgrade on the final grade in the unit. <p>The Program Convenor, as the Academic Integrity Committee Chair, records the breach as Level 2 in the Academic Integrity Register, along with penalties handed down, or if the case was dismissed.</p>

Level 3 (major) Breach of Academic Integrity	
Context	Potential Penalties / Outcomes
<p>This level of breach is the most serious, where there has been repeat offences, obvious collusion, copying of others work, cheating or contract cheating (where a student purchases the work of another to pass off as their own).</p> <p>These students are typically in the later stage of their studies (but not exclusively), and it is expected that they have acquired the skills necessary to demonstrate academic integrity.</p> <p>Submitting fraudulent documents which includes using fake or false data, results, or references in submissions or assessment tasks, and submitting fake signatures or certificates to SIBT.</p>	<p>If the student fails to respond to an allegation considered to be a Level 3 breach, or the student is found guilty of a Level 3 infringement, by the Academic Integrity Committee, the student will automatically fail the assessment.</p> <p>Other Level 3 penalties may include (but not limited to):</p> <ul style="list-style-type: none"> • fail for the unit (with a mark of zero) • unit or course deferral for one or more study periods • exclusion from the course <p>The Program Convenor, as the Academic Integrity Committee Chair, records the breach as Level 3 in the Academic Integrity Register, along with penalties handed down, or if the case was dismissed.</p>