

# RETS Code of Respect

## Our Commitment

RETS is committed to providing a safe, inclusive, and respectful learning environment for all students, staff, and visitors.

We value diversity and expect everyone in our learning community to treat others with dignity, fairness, and respect, regardless of their background, beliefs, or identity.

This Code of Respect supports a culture where all individuals feel welcome, safe, and able to participate fully in training and learning activities.

## Respect for Diversity

Students must respect people of all backgrounds, including differences in:

- Culture and ethnicity
- Religion and beliefs
- Language and nationality
- Gender and identity
- Age and disability
- Personal values and perspectives

Discrimination, racism, antisemitism, Islamophobia, and other forms of prejudice or vilification are **not acceptable** within the RETS community.

## Expected Behaviour

All students are expected to:

- Treat trainers, staff, and fellow students with courtesy and respect
- Use appropriate and inclusive language
- Respect cultural and religious differences
- Participate in learning in a safe and supportive way
- Follow RETS policies and instructions from trainers and staff
- Respect the learning environment, facilities, and equipment
- Speak up or report behaviour that makes the environment unsafe or uncomfortable

## Unacceptable Behaviour

The following behaviour is not permitted:

- Bullying, harassment, or intimidation
- Racist, antisemitic, Islamophobic, or discriminatory comments
- Offensive jokes, slurs, or stereotypes
- Threatening or aggressive behaviour
- Harassment or bullying online or through social media
- Sharing or displaying offensive or hateful materials
- Any behaviour that disrupts training or creates an unsafe environment

These rules apply at the RETS office, online and at RETS activities or events.

### **Reporting Concerns**

Students who experience or witness inappropriate behaviour should report it to:

- A trainer or assessor
- Student services
- RETS CEO

All concerns will be treated seriously and handled respectfully and confidentially where possible.

### **Consequences of Misconduct**

Failure to follow this Code of Respect may result in disciplinary action, including:

- A warning
- Behaviour agreement
- Suspension from training
- Cancellation of enrolment in serious cases

### **Working Together**

By enrolling at RETS, students agree to uphold this Code of Respect and contribute to a **positive, safe, and inclusive learning environment for everyone.**