

ZERO TOLERANCE POLICY ON INAPPROPRIATE CONDUCT

This policy sets out Evolve College's zero tolerance policy on inappropriate conduct, offensive behaviour or sexual overtones or conduct. It applies to all students of Evolve College and forms part of the Student Code of Conduct.

Students must at all times behave with courtesy, respect and a very high degree of professionalism, showing integrity towards their fellow students, clients and the public. The standards set out in this policy will in no way be compromised and any breach of any of these provisions may lead to instant dismissal of the student from all current enrolments, at the sole discretion of Evolve College.

Evolve College will not in any way tolerate inappropriate, offensive or sexual behaviour. What constitutes inappropriate, offensive or sexual behaviour is the sole decision of Evolve College and at its absolute discretion.

Without limiting the generality of the foregoing, all students must comply with the following:

- a) At all times treat all other students and clients with respect and in a professional manner;
- b) Never use any subject or course which they are studying which has a 'touch' component for self gratification or any other inappropriate means;
- c) Be responsible for their thoughts at all times while in a treatment setting and never entertain or have thoughts of a sexual nature about a client, even if these are not outwardly said or acted upon;
- d) Never touch another student or a client inappropriately or in any way that could reasonably be deemed to be inappropriate by the other person or an Evolve College Trainer/Assessor;
- e) At all times strictly follow the draping protocol as taught by Evolve College;
- f) At no time ever place any hand or part of the hand under any aspect of a draping towel. To be absolutely clear, no contact with another student or client is to be made, ever, underneath a draping towel;
- g) At no time ever place a hand or any part of a hand on or near any private area of another student or client, whether on top of a draping towel or not;
- h) Without limiting the foregoing, no contact is ever to be made with a female (other) student or client's breast area, or any male or female student or client's groin, genital or perineum area, in any therapy taught by Evolve College or performed by an Evolve College student. In the case of Massage, particular care and attention must be paid to ensure that if contact is to be made around the collar bone, shoulder or upper chest area, that fingers on the massage/contact hand are raised and no contact, whatsoever, is ever made with the breasts of a female student or client.

At Evolve College, all practice is taught with the highest regard for both the student and the client. Evolve College will at no time compromise the standard of professionalism and integrity which it represents.

Evolve College teaches massage for the sole purpose of developing graduates to provide a respectful, highly trained and professional service to clients in a health-care setting. Evolve College will not accept any abuse or disrespect of any of the requirements set out in this policy. Any student using or apparently using massage as a reason to seek gratification, stimulation or in any way acting in a manner which Evolve College deems inappropriate, will be subject to strict disciplinary proceedings which may include, at Evolve College's sole discretion, instant dismissal from the College.

The consequences of dismissal may include (at Evolve College's sole discretion):

- Immediate cessation of training and assessment, and immediate revocation of the student's student status, including no rights to any award or statement of attainment;
- Immediate removal of access to all College systems;
- The requirement to return all student materials and Evolve College student polo shirts or any other branded material within 7 days of the dismissal;
- No right to receive any refund of any monies paid for the course(s) enrolled in; and
- Revocation of any prior issued qualifications.

Evolve College shall at all times reserve the right to report any inappropriate behaviour which could be construed as an offence, to the Police or other appropriate regulatory authorities and need not provide notice to the student of having done so.