

STUDENT CODE OF CONDUCT

INTRODUCTION

Colliery Training College (Pty) Ltd, ("CTC") is a registered and accredited Skills Development Provider (SDP) and Assessment Center and subscribes to best educational and training practices as established by Quality Council for Trades and Occupations (QCTO) and National Artisan Moderation Body (NAMB) governing SDP and Assessment center.

CTC Student Code of Conduct applies to all registered apprentices/leaners (hereafter referred to as 'the Student'), This Student Code of Conduct provides for appropriate corrective measures to be applied where necessary. This Code offers guidance to Students regarding their required conduct, and via this process promotes fair and lawful adjudication of disciplinary measures.

In order to develop and maintain harmonious relationship not only among all members of CTC community but also between CTC and the public and to further encourage mutual respect, responsibility and the promotion of CTC and national values in general, students of CTC are required and expected to conform to a Code of Conduct and disciplinary procedure to maintain and enhance; the good name of CTC, order, discipline, safety and security at CTC, and the effective and efficient advancement of all activities at CTC; Students hereby undertake to govern their conduct at all times in such a way that is consistent with the pursuit of CTC's mission and vision; Furthermore, students agree that any student conduct which is inconsistent with this Code or which negatively impacts on the above mentioned relationship shall constitute misconduct, and may be subjected to disciplinary measures in accordance with CTC Disciplinary Procedure.

1. PURPOSE OF THIS STUDENT CODE OF CONDUCT

This Student Code of Conduct is a guideline detailing the conduct Students are expected to adhere to, it is further intended to promote student growth and uphold CTC education and training mission to the highest standard.

The Student Code of Conduct shall include the following specific student responsibilities:

- 1.1. The recognition that the intellectual and educational climate of CTC shall be maintained as its highest priority mandate.
- 1.2. The protection of the opportunity for each student to attain his/her educational objective without whatever form of disruption.
- 1.3. The protection of physical and mental health, safety and welfare of each member of CTC and the general community at large.
- 1.4. The protection of the property rights of all members of CTC and the general community.
- 1.5. Respect for the human rights of members of both CTC and the general community.

2. ACCEPTANCE OF JURISDICTION

- 2.1. Each Student shall be bound by the Student Code of Conduct and the General Rules and Regulations upon admission to or attendance at CTC. It is the responsibility of each student to know and comply with the Student Code of Conduct and the General Rules and Regulations of CTC.
- 2.2. Any violation of the Students Code of Conduct or the General Rules and Regulations shall be subjected to appropriate disciplinary procedures.

- 2.3. A decision to invoke internal disciplinary proceedings shall not preclude or delay the prosecution of the student concerned in criminal and/or civil proceedings.
- 2.4. Each student shall be bound by all laws applicable to or relevant to properties under the control of CTC or which is associated with or has interests in.
- 2.5. Each student shall be bound by all other General Rules approved by CTC Management for the good governance of the College.
- 2.6. Each student shall be bound by the rules and regulation of the employer when placed at the employers site for on the-job-training.
- 2.7. Each student shall comply with whatever action brought against him/her by the relevant CTC authority.

3. ACTS OF GENERAL MISCONDUCT

- 3.1. Misconduct, in terms of this Code, shall mean the breach or violation of any CTC Student Code of Conduct and the General Rules or Regulations of CTC which shall among others include:
 - 3.1.1. improper, disorderly or indecent behavior on any premises of CTC or any other place which is associated with CTC or has interests in including CTC transport;
 - 3.1.2. any violation of the privacy of another student including but not limited to the unauthorized scrutiny or examination of his or her possessions;
 - 3.1.3. being in possession of another person's property without his or her authority;
 - 3.1.4. interfering with or hindering any business and/or activities of CTC;
 - 3.1.5. threatening or attempting to threaten the rights of another student to attend lectures, practical's, assessment centres or any other facility which is associated with teaching, learning;
 - 3.1.6. any failure to report the misconduct of another student of which he or she is aware of or which he or she has witnessed;
 - 3.1.7. convening or participating in any unauthorized demonstrations at CTC premises or any such property whereby CTC has interests;
 - 3.1.8. failure or neglect to carry the CTC student card or other CTC identification document (i.e. valid proof of registration plus an Identity Book) or refusal to furnish such when requested to do so by a competent CTC authority;
 - 3.1.9. allowing another student or any other person to use one's student card or to use another student's card to gain access to any room and/ or premises of CTC or to perform or obtain any service that cannot be performed or obtained without such a card.
 - 3.1.10. participating in the performance of, or attempting to perform, or incite, instigate, command, advocate, advise or encourage the performance by any other person of any of the following acts or conduct within the precincts of CTC:
 - a) Racist or sexist behaviour;
 - b) Assaults on or threats to any person;

- c) Disruption of classes, meetings or any other activity of CTC, unless such conduct is reasonably directed toward the exercise of the right to assemble, to demonstrate, to picket and to present petitions, peacefully and unarmed;
- d) Taking weapons or dangerous objects into meetings.

4. HARASSMENT, PHYSICAL ABUSE AND DEMEANING CONDUCT

- 4.1. Any form of harassment or intimidation by way of written or verbal acts or use of technology causing violation to the dignity of any student, employee or visitor of CTC or causing any mental prejudice to, or humiliation of such persons, on any premises of CTC or premises controlled by CTC or on any other place where such conduct brings CTC into disrepute;
- 4.2. Authorizing or permitting the commission of any act that would result in willful or deliberate or reckless infliction of harm to any person, including but not limited to:
 - 4.3. physical assault or abuse upon any person;
 - 4.4. an attempt or threats to inflict such physical assault or abuse upon any person;
 - 4.5. the use of force in any form of physical abuse such as rape, sexual assaults, sexual offences upon any person which includes acts or threats, unlawful assault or attempt to assault any person in a manner designed or intended to achieve sexual intercourse or any other form of sexual gratification of whatever nature or degree with the person assaulted;
 - 4.6. any other conduct that threatens, limits or violates the physical integrity of others including indecently assaulting or touching another person;
 - 4.7. subjecting any student, employee or visitor of CTC to any form of initiation;
 - 4.8. holding any student, employee or visitor of CTC hostage;
 - 4.9. any other act that is degrading or may reasonably be interpreted as degrading, such as the holding of a strip show, the open display of photographs, films or videos of any other material that is degrading of a person or a group or a sector of people.

5. PUBLICATIONS, INFORMATION AND STATEMENTS

- 5.1. Failure to indicate whether any statement made to the public or the CTC community, is made officially on behalf of a named body such as the Employee Representative Council or Student political Organization, Church group, Cultural group any other group or in the student's private capacity.
- 5.2. Any conduct detrimental to the maintenance of law and order, discipline and proper performance of the work of CTC or any section thereof, including but not limited to:
- 5.3. Affixing, distributing or displaying on or in, or outside CTC premises, publications, including but not limited to posters, placards, notices, banners, circulars or any other form of publication, of a defamatory or otherwise unlawful nature towards members of CTC community or any other person;
- 5.4. Knowingly providing forged or erroneous CTC admission documents, addresses and names required by CTC from time to time or statutory documents to CTC or intentionally providing false information or forged documents such as but limited to the statement of results, academic records, examination results, diploma/degree certificate or any other document purporting it to be an official document issued by an academic or other institution to anyone outside CTC;

- 5.5. Making a false statement or providing incorrect information for whatsoever reason to any person in the position of authority;

6. INTERFERENCE WITH THE BUSINESS OF CTC

- 6.1. Interference with, or attempting to interfere with access to, or exit from CTC, or any CTC controlled premises or any other way which infringes on the freedom of movement of students, employee, visitor to CTC or members of the public on the said premises.
- 6.2. Obstructing or disrupting teaching, research, learning, administration or any other CTC activity.
- 6.3. Willful obstruction and/ or failure to comply with the legitimate oral or written directive of a competent CTC authority in the performance of his/ her duty.

7. CTC ASSESTS

- 7.1. Any damage either deliberately or negligently, unauthorized taking or alienating CTC property or any other property under the control of CTC or the property of any other person associated with CTC including that of another student, employee or visitor to CTC or any attempt or threats to do so or the use or handing of such property in a manner that is, or may be, harmful to CTC, students, employees, or visitors to CTC.
- 7.2. permitting, assisting, or facilitating the entry onto CTC property or premises under the control of CTC of any person who is not authorized to be on such CTC property or premises.
- 7.3. Defacing CTC property by pasting notices and pamphlets at places not designated for such purposes.

8. CONDUCTING BUSINESS

- 8.1. Collecting money for whatever reason or offering goods for sale or advertising goods on CTC premises or any other property which is under the control of CTC, without prior written permission by the relevant CTC authority.
- 8.2. Fundraising on behalf of CTC or any of its constituent structures without prior written permission by the relevant CTC authority. Fundraising on behalf of other organization(s) without prior permission.
- 8.3. Conducting any act of prostitution or pimping on or in CTC premises or any other property under the control of CTC.
- 8.4. Conducting any act of gambling which is regarded as criminal offence under Criminal Law.
- 8.5. Substance abuse and use and/or distribution or sale of Narcotics and drugs.

9. RESIDENCES

- 9.1. Failure or negligence to adhere to any rules and regulations of the CTC residence including but not limited to:
- 9.2. An unauthorized occupation or squatting on or in CTC residence, or any other premises of CTC or any other property under the control of the CTC;
- 9.3. permitting and/ or assisting or attempting to permit and/ or assisting another person to squat on or in CTC residence or any other premises under the control of CTC;

- 9.4. failure to adhere to the safety procedures and standards, including but not limited to the authorized use of electrical, plumbing and sewerage services;
- 9.4.1. failure to adhere to basic hygiene and sanitary standards;
- 9.4.2. cooking in rooms not designated as kitchens;
- 9.4.3. removal or tempering with windows panes or screens;
- 9.4.4. allowing the unruly and unlawful behavior by guests of a specified student;
- 9.4.5. damage or misuse of furniture or any other facilities in the residences;
- 9.4.6. unauthorized removal of furniture and fittings found in CTC residences;
- 9.4.7. unauthorized presence of a student in the residences after specified visiting hours;
- 9.4.8. failure to obey any lawful or reasonable order of any person in authority in a residence;
- 9.4.9. any form of violation directed at any other reasonably publicized residence policy;
- 9.4.10. any use of alcohol or narcotics and drugs;
- 9.4.11. Playing loud music.

10. ACADEMIC ACTIVITIES

- 10.1. Any non-compliance with the academic rules, including but not limited to:
 - 10.1.1. helping or attempting to help another student during assessment or obtaining or attempting to help or to obtain help from another student during assessment in whatever manner;
 - 10.1.2. submission by any student of an assessment script or written assignment of another student in his or her own name;
 - 10.1.3. helping, completing or manufacturing work, projects for another student, i.e. Welding a work piece for another student.
 - 10.1.4. intentionally removing pages from an assessment book or retaining or removing an answer book from the assessment venue, including computer-based assessments as determined by CTC that may not be retained and/ or must be returned to the invigilator;
- 10.2. intentionally writing notes on his or her body or clothes that will assist him or her in the assessment or the process of continuous assessment;
- 10.3. possession of, or using or trying to use notes that have relevance, or any other kind of resource during any assessment, except where the supervisor or facilitator concerned has consented explicitly to such possession, or refusal to hand over such notes to the invigilator, or destroying or trying to destroy such notes in any way, or making notes during assessment on any object including ruler, pocket calculator;
- 10.4. Cell phones must be switched off in the assessment room.

11. PLAGIARISM

- 11.1. A Student must not submit the work of any other person in any assessment or in respect of the completion and/or submission of any form of academic assessment without the full and proper attribution and acknowledgement of the sources/s.

12. DISCIPLINARY PROCEDURES

- 12.1. Student Misconduct will be dealt with as follow;
 - 12.1.1. In the event of an alleged transgression of this Student Code of Conduct, a charge of Student misconduct may be laid with the Facilitator/Supervisor of CTC. The Facilitator Supervisor reserves the right to investigate or delegate the investigation of any misconduct.
 - 12.1.2. CTC is not obligated, but reserves the right to, at any time investigate an allegation of misconduct and inform the employer/parent(s) or legal guardian of a Student (notwithstanding the Student having reached the legal age of majority) of any possible disciplinary investigation and/or proceedings conducted against the Student.
 - 12.1.3. The employer of the student may conduct disciplinary hearing in accordance with the employers' disciplinary procedure.
 - 12.1.4. Students committing misconduct while on-the-job training the employer reserves the right to conduct a disciplinary process or prohibits excess to the employer premises.
 - 12.1.5. A Disciplinary Committee will conduct hearings and propose imposed penalties in accordance with this Student Code of Conduct.
 - 12.1.6. CTC may appoint a staff member to act as an initiator in proceedings before a Disciplinary Committee.
 - 12.1.7. If CTC is of the opinion that a formal charge of misconduct against the Student is warranted, CTC may have such a charge formulated.

13. EXPEDITED INFORMAL PROCEDURE

- 13.1. The HOD may in his/her personal capacity, or on a delegated basis at her/his discretion, investigate a complaint, finalize the matter and impose a penalty through agreement with the alleged transgressor, in an expedited manner or refer a charge of misconduct for investigation.
- 13.2. The HOD may impose a penalty and summarily dispose of the matter. In the event that any other penalty is agreed upon, the disciplinary committee must approve the agreement between the HOD and the Student.

14. CTC CONTROLLED PREMISES

- 14.1. The HOD, at his/her discretion, if there are reasonable grounds for suspecting that a Student has committed serious misconduct, or in any other appropriate circumstances, temporarily suspend a Student and/or deny a Student access to any or all of CTC's controlled premises pending the result of a disciplinary investigation.
- 14.2. CTC representative is entitled to act in the manner set out above if he/she is of the opinion that it is reasonably necessary in order to protect the interests of the Student involved, other students, contractors, staff members, members of the public and/or the Institution.
- 14.3. The Student shall be entitled to make verbal representations to the HOD should he/she be of the opinion that the grounds for suspension does not exist or does not justify his/her temporary suspension, or that compelling additional circumstances exist that should be considered.

- 14.4. CTC shall consider the aforementioned representations and exercise his/her discretion in a fair and just manner, taking into account all the relevant circumstances.

15. FORMAL PLEA AND PENALTY PROCEDURE

In the event that a charge or charges have been formulated against a Student, and the Student:

- 15.1. Freely and voluntarily admits the charge(s) against him/her;
- 15.2. Has been given the opportunity to make representations to the HOD on the appropriate disciplinary measures and relevant aspects; and
- 15.3. Has freely and voluntarily entered into a Plea and Penalty agreement with CTC;
- 15.4. Then the HOD may take disciplinary steps against the Student in accordance with this Student Code of Conduct. Thereafter, the charge, admission of guilt and disciplinary measures imposed shall be noted and recorded by the Chairperson of the Disciplinary Committee, in the presence of the Student, or the Student and/or his/her representative.
- 15.5. If it appears that the Student wishes to revisit his/her decision regarding the Plea and Penalty agreement or wishes to make further representations, the Chairperson of the Disciplinary Committee may at any time before the Student is found guilty, remit the matter to another chairperson for further consideration.

16. FORMAL DISCIPLINARY PROCEDURE

- a) If charges against a Student have been formulated and the Student denies the charge(s) against him/her, the Facilitator/Supervisor/HOD may convene a disciplinary inquiry by the Disciplinary Committee. The committee will determine whether the Student is guilty of the alleged misconduct and decide on disciplinary measures in accordance with this Student Code of Conduct.
- b) The written charge shall be compiled and delivered to the Student concerned. In the document the Student shall be summoned to appear at the specific date, time and venue stated in the document in order to answer the charge.
- c) A Student shall be entitled to be accompanied by a student representative or fellow student during the disciplinary proceedings.
- d) The procedure followed during any disciplinary proceeding shall be determined by the Chairperson of the Disciplinary Committee.

The proceedings shall include that the Student:

- Is provided with sufficient details of the charge(s) against him/her.
- Is afforded reasonable time to prepare for the proceedings.
- Does not have to incriminate himself/herself.
- Is asked whether he/she understands the charge(s) and is requested to enter a plea of guilty or not guilty to the charge(s).
- Is permitted to call witnesses to give evidence in his/her favour.
- Is allowed to cross examine anyone who gives evidence against him/her.
- Is allowed to present his/her case to the Disciplinary Committee.

- Is allowed to address the Disciplinary Committee on any relevant aspect.
- Is allowed to present mitigating circumstances if found guilty of any charge(s) against him/her.
- Is entitled to be informed of any further internal processes (any possible appeal), which he/she may pursue and the possible consequences or results of such processes, and
- Is upon request, provided with written reasons for any decision made by the Disciplinary Committee.

The Disciplinary Committee shall record the proceedings and ensure that such records are kept in an appropriate manner.

If requested in writing by a Student who has been found guilty of any charge(s), the Disciplinary Committee must furnish written reasons for its decision and/or disciplinary measures imposed within a reasonable period after such request has been made. After submission of the mentioned written reasons, the Disciplinary Committee will have fulfilled its function.

17. APPEALS

17.1. APPEALS COMMITTEE

- a) The Appeals Committee consists of the HOD or his/her nominee, who may be CTC staff member (full time or part time) and who shall act as Chairperson of the Committee; and
- b) One permanent employee of CTC; and
- c) With regards to staff members who serve on the Appeals Committee, a staff member having been a member of the Disciplinary Committee in respect of a certain matter may not serve as a member of the Appeals Committee in respect of the same matter.

17.2. APPEALS PROCEDURE

- a) The Student may appeal to CTC Manager on the process or outcome of a disciplinary hearing in writing within five (5) days of the decision, indicating the grounds on which the appeal is based.
- b) No new evidence may be submitted.
- c) The Appeals Committee may uphold, amend or reduce the sentence.
- d) The Appeals Committee will not be bound to the record of the hearing before the Disciplinary Committee and may call for additional evidence and/or witnesses.
- e) The verdict reached by the Appeals Committee will be final and binding.

17.3. GENERAL ASPECTS IN RESPECT OF DISCIPLINARY PROCEDURES

- 17.3.1. If a student refuses or fails to attend a disciplinary hearing, the hearing may be continued in his/her absence in a manner in which the Disciplinary Committee deems appropriate, taking into account all the relevant circumstances.
- 17.3.2. If the Student elects to retain the representative, it is the Student's responsibility to ensure that such a representative is reasonably available and present at the proceedings. Should a representative delay the matter in an unreasonable manner, the Chairperson may at his/her discretion decide to proceed with the matter in the absence of the representative.
- 17.3.3. In the event that a Student is found guilty of a transgression of a serious nature, which also constitutes a criminal offence, the Institution is entitled to, and in certain circumstances obliged to, in addition to any internal proceedings instituted, report the matter to the South African Police Service.

17.3.4. Any reference to CTC in this Code shall, unless specifically stipulated otherwise, include his/her delegated representative authorized to act as such with regard to all aspects set out in the Code.

17.3.5. If CTC is of the opinion that the circumstances of a specific case warrant it, they may perform some or all the actions performed by CTC in terms of the disciplinary code or, alternatively, he/she may, delegate the authority to perform these functions to another staff member of CTC.

17.3.6. Nothing in this document shall prohibit the institution from promulgating specific disciplinary Codes and Procedures for regulating conduct of Students. Such disciplinary Codes and Procedures, where applicable, shall operate in a concurrent manner with this disciplinary Student Code of Conduct.

17.4. POST-CONVICTION CONDITIONS

The following conditions after a conviction will apply:

- a) Students will remain financially liable for all outstanding monies irrespective of a conviction.
- b) Where a module/level or phase has been cancelled for a prescribed period.
- c) If a Student is terminated in the interim, the Student will have no recourse for registering the particular module based on the prescribed period of the disciplinary.
- d) CTC reserves the right to decline re-registration applications on the grounds of the severity of the offence, or to approve a re-registration application and set certain preconditions.

This Student Code of Conduct and rules published here are subject to change and may be amended.

Ignorance concerning this Student Code of Conduct and these Regulations and Rules will not be accepted as an excuse for transgression.

18. MISCONDUCTS AND DISCIPLINARY PENALTIES

The below misconducts and disciplinary penalties may be applied in managing and instilling good behavior to the students.

CATEGORY	NATURE OF OFFENCE	1 ST OFFENCE	2 ND OFFENCE	3 RD OFFENCE	4 th OFFENCE
Time Keeping/ absenteeism	Arriving late for a class	VW	WW	FWW	Suspension
	Leaving a class early without permission or a valid reason	VW	WW	FWW	Suspension

	Extended breaks or rest periods	VW	WW	FWW	Suspension
Unsatisfactory study performance	Neglect to do homework/Assignment	VW	WW	FWW	Suspension
	Failure to progress to the next level of study, unless approved by the employer.	VW	WW	FWW	Academic Exclusion
	Class attendance without textbooks or tools that were provided.	VW	WW	FWW	Suspension
Disorderly behavior	Engaging in indecent behavior or immoral acts.	FWW	Suspension		
	Refusal/failure to obey a reasonable and lawful instruction.	WW	FWW	Suspension	
	Use of abusive language.	WW	FWW	Suspension	
	Insubordination.	WW	FWW	Suspension	
	Use of cellular phone in class or elsewhere within the CTC environment causing a disturbance.	VW	WW	FWW	Suspension
	Gambling on CTC premises	VW	WW	FWW	Suspension
	Selling without permission in CTC premises	VW	WW	FWW	Suspension
	Sexual remarks	FWW	Suspension		
	Sexual harassment	Suspension and report to Police			
Mass Action/Student Protests	Incitement to participate in a strike or other unruly student action.	FWW	Suspension		
	Misconduct of whatever nature during a strike or other student action.	FWW	Suspension		
	CTC/study stoppage without a justifiable and/or legitimate reason.	FWW	Suspension		

	Illegal strike, sympathy strike, picketing or protest action (stay-away).	FWW	Suspension		
Damage of CTC property	Willful loss of or damage to CTC property	FWW	Suspension		
	Negligent loss of or damage of CTC property.	FWW	Suspension		
Safety issues	Smoking in a non-smoking area.	WW	FWW	Expulsion	
	Operating or using machines, vehicles, tools or equipment without authorization.	FWW	Expulsion		
	Activation of a fire alarm without a valid reason.	WW	FWW	Suspension	
	Failure/refusal to carry out safety instructions or to wear protective clothing/equipment where required.	WW	FWW	Expulsion	
	Failure to report an accident/safety incident.	WW	FWW	Expulsion	
Violence	Threats of violence/ assault/Intimidation	Suspension	Expulsion		
	Assault or attempted assault to any person.	Suspension	Expulsion		
	Physically violent behavior.	Suspension	Expulsion		
	Unprovoked fighting.	Suspension	Expulsion		
	Riotous behavior.	Suspension	Expulsion		
	Intimidation.	Suspension	Expulsion		
	Possession/brandishing of a firearm or any other dangerous weapon	Suspension	Expulsion		
	Provocation which could lead to as sault/ fighting.	Suspension	Expulsion		
Alcohol and drugs	Unauthorised possession of cannabis, alcohol, narcotics, or intoxicating substances on CTC or while representing the CTC elsewhere.	FWW	Suspension		
	On CTC premises or representing CTC whilst	FWW	Suspension		

	under the influence of intoxicating substances.				
Theft	Unauthorised possession of CTC property or the property of other employees or student	Suspension and report to police			
	Theft of CTC property and property of other employees or student	Suspension and report to police			
	Removal of CTC property or the property of another employee or student without authorization.	Suspension	Expulsion		
	Being in possession of CTC property upon leaving CTC premises without authorization	Suspension	Expulsion		
Fraud and dishonesty	Falsifying school/college/medical certificates or any other documents.	Expulsion			
	Giving or receiving or attempt to give or receive any bribe.	Expulsion			
	Applying or attempt to apply for any CTC funds for wrongful use.	FWW	Suspension		
	Making false statements and declarations.	FWW	Suspension		
	Fraudulent registration procedures	Suspension			
	Fraudulent non -disclosure of relevant information	FWW	Suspension		
	Disclosure of confidential Information.	FWW	Suspension		
	Dishonesty when doing assessment.	FWW	Suspension		
	In possession of a leaked assessment document.	Suspension pending investigations			

		Expulsion			
	Fraudulent use of college student card.	Suspension			
Security	Refusal/failure to clearly display student card whilst on CTC premises	VW	WW	FWW	Suspension
	Refusing/failure to comply with security instructions, standards, and procedures.	WW	FWW	Suspension	
	Interfering with security staff in the execution of their duties.	Suspension	Expulsion		
	Unauthorized entry/exit to and from CTC premises	FWW	Suspension		
Vehicles and traffic	Reckless driving	FWW	Suspension		
	Failing to comply with CTC and/or statutory traffic regulations	FWW	Suspension		
	Parking on a no-parking zone	FWW	Suspension		
Official Communications	Unauthorized media interviews.	Suspension	Expulsion		
	Tarnishing the CTC brand	Suspension	Expulsion		
	Using social media to make or promote unfounded accusations, gossip and lies regarded as defamatory	Suspension	Expulsion		
	Posting anything on CTC social media pages or personal social media profiles that instigates or promotes discrimination, instigate racial tension or disharmony.	Suspension	Expulsion		
	Using social media to incite other persons to violence, disobedience and generally bring the good name of CTC into disrepute	Suspension	Expulsion		