



NIDA STUDENT CHARTER & CODE OF CONDUCT 2026

NIDA STUDENT CHARTER

NIDA acknowledges the Traditional Owners and Custodians of the sacred lands, from the mountains to the sea, on which we learn and tell stories. The lands of the Bidjigal, Gadigal, Dharawal and Dharug peoples. We pay our respects to all Aboriginal and Torres Strait Islander Elders past and present. We also recognise the work and strength of Aboriginal and Torres Strait Islander artists, workers and creatives within the NIDA Community that spans this continent. Sovereignty was never ceded. Always was, always will be, Aboriginal land.

The NIDA Student Charter outlines the shared values, principles, and expectations that guide your experience as a student within the NIDA community. It defines the mutual commitments between students and staff, fostering an environment of creativity, respect, and excellence where you can thrive artistically, academically, and personally. The Charter encourages you to take an active role in your learning and to contribute positively to the collaborative culture that defines NIDA as a self-regulating community.

This Charter helps
you understand
your responsibilities
within the learning
environment at NIDA

STORIES GROW HERE.

NIDA graduates are recognised for their skills, commitment, imagination, entrepreneurship, and openness to their craft and studies. During your time at NIDA, you will be immersed in eye-opening, inspiring, and life-changing experiences that may challenge you but will equip you with the skills, attributes, work ethic, and adaptability required for a successful career in the performing and creative arts. You will be held to high professional standards and expected to engage deeply with a broad range of cultural contexts and course content.

Although the work is rigorous and demands dedication, the NIDA community is committed to supporting your artistic and academic development, ensuring you achieve the best possible outcomes and demonstrate exemplary professional practice. This Charter helps you understand your responsibilities within the learning environment at NIDA, enhance your opportunities for success, and feel supported as a valued member of our community.

The NIDA Student Charter is built on our core values of Creativity, Excellence, Belonging, Collaboration, and Courage.

CREATIVITY

Creativity sits at the heart of everything we do at NIDA. You are encouraged to take risks, explore your craft, and experiment with new ideas, forms, and expressions. Our learning environment celebrates curiosity and innovation, empowering you to discover your artistic voice and refine your creative practice through bold inquiry, thoughtful reflection and life-long learning.

EXCELLENCE

At NIDA, excellence is both a pursuit and a practice. You are expected to engage deeply with your training, challenge yourself, and maintain high standards in every aspect of your work. Excellence is not perfection, but rather the ongoing commitment to learning, growth, and the refinement of your storytelling abilities. Your dedication to this standard contributes to the professional reputation shared by over 60 years of NIDA graduates.

BELONGING

Belonging is central to our community, past and present. NIDA is committed to fostering a culture of equity, inclusion, and respect, where all students feel valued and supported. We celebrate diversity through the stories we tell and the students that tell them, and uphold a First Nations First approach to learning that honours cultural knowledge, connection, and perspective. You are encouraged to contribute to this community through openness, empathy, and shared responsibility.

Through your studies, you will build resilience, confidence, and the ability to navigate creative, academic and personal challenges.

COLLABORATION

Collaboration is the foundation of our creative practices. Working in an ensemble, workshop or studio demands trust, respect, and accountability. You will learn to balance individual expression with collective purpose, understanding that the best creative outcomes emerge from genuine cooperation and shared vision. Collaboration requires active listening, generosity, and the ability to both lead and support others in pursuit of artistic excellence.

COURAGE

At NIDA courage is essential to artistic growth. Your learning journey will invite you to engage with new ideas, challenge assumptions, and embrace moments of vulnerability. Through your studies, you will build resilience, confidence, and the ability to navigate creative, academic and personal challenges. This spirit of creative courage enables you to explore the unfamiliar, push boundaries, sit in the uncomfortable and find authenticity in your work, your craft and yourself.

The expectations outlined below reflect the standards of professionalism, curiosity, and commitment that underpin your training at NIDA. Meeting these expectations will enable you to thrive in your studies and realise your full creative potential. Every department and support service at NIDA is dedicated to supporting you on this journey, helping you to cultivate the discipline, artistry, and resilience required to perform at a professional level and contribute meaningfully to our creative community.

Students will: value, support and commit to the ensemble or creative collective, while pursuing individual artistic endeavours.

1. AS A NIDA STUDENT WE EXPECT YOU TO DEMONSTRATE THE FOLLOWING:

1.1 OUTLOOK AND COMMITMENT

Students will:

- a. face the challenges and uncertainties inherent in the artistic process and in the performing arts
- b. engage with opposing points of view and opinion, and be able to acknowledge, consider and discuss them in a professional and open manner, with sensitivity and cultural awareness
- c. work with themes that may be personally challenging and/or confronting
- d. demonstrate respect for and value the diversity of NIDA and the broader artistic community
- e. value, support and commit to the ensemble or creative collective, while pursuing individual artistic endeavours
- f. commit to rigorous work and extended hours as required and manage pressure and wellbeing in an intense training environment
- g. develop effective collaboration and have the self-discipline necessary to meet demanding academic and performance schedules
- h. ensure they are punctual and prepared, demonstrating effective time management skills maintain health, hygiene and wellbeing habits to support a professional standard of performance

1.2 COMMUNICATIONS

Students will:

- a. develop skills in negotiation and learn to compromise
- b. be open to professional critique about the development of their practice and respond in a professional manner
- c. learn and use discipline specific language to express their practice and ideas
- d. communicate professionally with artists in other disciplines when collaborating
- e. regularly access notices and correspondence communicated via their NIDA email address, NIDA Learn, the student system account

1.3 IMAGINATION AND INTELLECT

Students will:

- a. be curious and adaptable; act with integrity and empathy
- b. be courageous and take creative risks
- c. learn and create work in the time limits and framework established by the curriculum

1.4 SELF –AWARENESS

Students will:

- a. reflect on and develop their technique, skills and knowledge and seek to develop their artistic abilities to integrate and collaborate with an ensemble
- b. actively maintain their wellbeing and seek help promptly when challenges arise

As a NIDA student
you can expect
opportunities for
student participation
in NIDA's decision-
making processes.

2. AS A NIDA STUDENT YOU CAN EXPECT THE FOLLOWING FROM NIDA

- a. instruction and guidance from motivated staff who are fair and consistent in dealing with academic matters
- b. guidance and support from well informed staff who are fair in dealing with personal and administrative matters
- c. a safe and secure environment that is free from discrimination, bullying or harassment
- d. appropriate access to facilities, resources and materials that will support student engagement and learning and that meet work health and safety requirements
- e. a course of study that is relevant, student centred, fulfils specified aims and is fairly and consistently assessed
- f. timely, transparent, and fair responses to appeals and complaints
- g. timely access to accurate information to support your study
- h. respect for the legal rights of students including privacy and confidentiality
- i. a dynamic and supportive teaching, learning and research environment
- j. access to information that outlines the individual's rights and responsibilities as a student including the NIDA Student Code of Conduct, policies, and procedures
- k. opportunities for student participation in NIDA's decision-making processes
- l. an environment that embraces opportunities leading to effective, life-long learning
- m. access to performance/practice opportunities within NIDA
- n. approachable access to counselling
- o. approachable access to information regarding health and welfare, accommodation, finance
- p. sustained contact with industry as a fundamental feature of all courses of study, supported by embedded, proactive, and discipline-specific careers guidance
- q. an annual student handbook that provides signposts to the academic guidance and learning support services available in the school, appeals and complaints procedures, and NIDA policy and procedures

NIDA STUDENT CODE OF CONDUCT

The NIDA Student Code of Conduct sets the standards of behaviour expected of all students. It provides clear rules and guidance on how to act with integrity, professionalism, and respect within our learning, rehearsal, and performance environments. The Code ensures that every member of the community feels safe, valued, and supported, and that the principles of fairness, inclusion, and responsibility are upheld in all aspects of student life.

The Code applies to conduct in all aspects of the student experience and learning including, classes, collaborations, projects, performances, study tours and placements.

1. SCOPE OF CODE

The NIDA Student Code of Conduct ('the Code') underpins all student-focused policies and procedures at NIDA.

The NIDA Student Code of Conduct applies to the conduct of a person while they are enrolled at NIDA in accredited courses including higher education and vocational courses. The Code applies to conduct in all aspects of the student experience and learning including, classes, collaborations, projects, performances, study tours and placements.

2. RESPONSIBILITIES

The Code sets out six core responsibilities:

- Respect for all people.
- Act with honesty and integrity.
- Use NIDA's resources responsibly.
- Comply with all policies and procedures.
- Comply with the laws of the land.
- Commit to Anti-racism.

2.1 RESPECT FOR ALL PEOPLE

All students are expected to:

- a. treat everyone with respect and courtesy and do not engage in bullying and /or harassment and / or discrimination of any kind.
- b. contribute to an equitable and inclusive culture
- c. protect and promote academic and artistic freedom and exercise those freedoms in accordance with the Academic and Artistic Freedom Policy
- d. respect, support, and engage with their own creative practice as well as the practice of others
- e. engage with the collaborative nature of all aspects of the ensemble learning environment
- f. respect the privacy of others in the NIDA community and maintain an appropriate level of confidentiality when dealing with sensitive information
- g. maintain professional standards of communication and behaviour
- h. uphold NIDA values and the integrity of the NIDA community by behaving in a way that supports the reputation of the institute when representing NIDA both on and offsite
- i. act in a manner that does not disrupt any teaching, learning or research activity of NIDA; or otherwise affect the safety, health, well-being or reputation of others
- j. respect NIDA's guests, including Directors, tutors, mentors and industry partners

2.2 ACT WITH HONESTY AND INTEGRITY

All students are expected to:

- a. act in an honest and trustworthy manner
- b. disclose and take reasonable steps to avoid any conflict of interest (real or apparent) in connection with their study at NIDA
- c. avoid engaging in vexatious or malicious complaints
- d. refrain from providing false or misleading information in response to a request for information or an application, including falsely signing or forging documents

As a NIDA student you are expected to: comply with any relevant industrial and administrative requirements and any reasonable direction made by a person with the authority to give such a direction at NIDA.

- e. refrain from the improper use of NIDA information, for the purpose of gaining or seeking to gain a benefit or advantage for yourself or another person
- f. appropriately acknowledge the work, ideas, and practice of others, not engage in plagiarism, academic misconduct, or breach of copyright

2.3 USE NIDAS RESOURCES RESPONSIBLY

All students are expected to:

- a. use NIDA's resources responsibly, effectively, ethically, and sustainably
- b. respect the rights of others to share NIDA spaces, resources and facilities
- c. respect NIDA's intellectual property and avoid using the NIDA name, logo or resources for private gain or the gain of a third party, for personal business or commercial purposes, without prior permission.

2.4 COMPLY WITH ALL POLICIES AND PROCEDURES

As a NIDA student you are expected to:

- a. ensure you do not take part in any NIDA activities while intoxicated by alcohol or under the influence of illicit drugs
- b. comply with the NIDA Student Code of Conduct, policies and procedures.
- c. comply with any relevant industrial and administrative requirements and any reasonable direction made by a person with the authority to give such a direction at NIDA
- d. refrain from making any public comment on NIDA's behalf unless authorised to do so, including social media presence where activity could be regarded as public comment
- e. take reasonable care for the health and safety of yourself and others during NIDA activities and cooperate with NIDA as far as reasonably practicable, to enable compliance with WHS legislation
- f. observe the security and access requirements at NIDA
- g. respond to communication from NIDA within a suitable time frame
- h. notify Student Services of any change in your contact details as soon as possible
- i. comply with, and complete all, the requirements associated with admission, enrolment, assessment, and academic progression including but not limited to obligations and/or restrictions that may apply under relevant legislation

2.5 COMPLY WITH THE LAWS OF THE LAND

All students are expected to:

- a. make themselves familiar with any relevant laws of the land.
- b. Not engage in any illegal activity when studying at NIDA or otherwise associated with NIDA.
- c. Report any allegation made against them regarding a breach of the law to their Course Leader or to Student Services as soon as possible.

2.6 COMMIT TO ANTI-RACISM

NIDA students are expected to be committed to anti-discrimination in all its forms.

All students are expected to:

- a. Contribute to a safe, inclusive, flexible and respectful environment for staff and students free from all forms of racism, racial discrimination and harassment.

As NIDA students you undertake to: engage with the Learner Engagement Questionnaire by giving full and constructive feedback on your experience at NIDA.

- b. Complete orientation sessions on equity and inclusion and respectfully participate in First Nations teaching at NIDA.
- c. Support the removal of barriers to access and inclusion for First Nations people and people of colour at NIDA.
- d. Actively consider how their actions as a student at NIDA could be more inclusive in their meaningful engagement with First Nations and People of Colour communities, art, stories and peers.

3. COMPLIANCE WITH THE CODE

Failure to do the following may be an act of misconduct and may be dealt with as per the Student Misconduct Policy and/ or the relevant Complaints and Appeals Policy:

- 3.1 comply with the NIDA Student Code of Conduct, policies, procedures, directives, guidelines and any other form of NIDA regulation or relevant external authorities
- 3.2 maintain a standard of conduct acceptable to NIDA
- 3.3 comply with conditions set by the NIDA CEO or their nominated delegate
- 3.4 comply with any reasonable directives from a NIDA staff member

4. AS NIDA STUDENTS YOU UNDERTAKE TO:

- 4.1 follow the NIDA Code of Conduct with respect to your behaviour and your behaviours towards others
- 4.2 follow and engage fully with the provided programme of study as specified for the year
- 4.3 attend and be punctual for every timetabled session or obtain agreement from the Course Leader, in advance, for any essential absences or notify illness as outlined in the Attendance Policy
- 4.4 keep informed by a) regularly checking your NIDA e-mail account, b) reading the student handbook, and c) consulting School notice boards and NIDA Learn / MyNIDA
- 4.5 take responsibility for managing your own learning: actively engaging in the programme, spending sufficient, regular time in private self-directed study and practice, informing the relevant staff of timetable clashes, illness, changes to address or other changes of circumstance
- 4.6 attend all scheduled assessment events and submit course work by the stated deadlines, and actively and professionally engage with the resulting feedback in accordance with the Assessment Policy
- 4.7 be appropriately attired for the timetabled session for the duration of the session in question
- 4.8 be respectful to all involved parties including, facilitators, other students, guest lecturers and tutors
- 4.9 engage with the Learner Engagement Questionnaire by giving full and constructive feedback on your experience at NIDA. Support improvement and quality of programmes, facilities, and services via the LEQ, other surveys run by Student Services, or through student advocacy on Academic Board forums
- 4.10 talk to a member of staff if you have concerns regarding any aspect of the student experience and / or lodge a complaint using the online complaint form
- 4.11 be respectful of the learning space, facilities, and equipment at all times -vandalism, graffiti and/or theft are grounds for immediate cancellation of enrolment

As NIDA students you undertake to: take responsibility for managing your own learning: actively engaging in the programme, spending sufficient, regular time in private self-directed study and practice, informing the relevant staff of timetable clashes, illness, changes to address or other changes of circumstance

- 4.12 take responsibility for the prompt and timely payment of tuition fees
- 4.13 take responsibility for being proactive in attending support sessions with study skills tutors, mentors, and other support staff
- 4.14 not smoke or vape anywhere on campus other than in the designated smoking area/s see Alcohol, Drugs and Smoking Policy . You may not smoke or vape in costume
- 4.15 observe the zero tolerance rules on being under the influence of recreational drugs and / or alcohol. Any student whose appearance or behaviour suggests that you may be under substance abuse will immediately be referred to senior management for investigation and follow up action. See Alcohol, Drugs & Smoking Policy
- 4.16 not bring food or drink, other than water, into learning spaces unless cleared with the individual tutor. If food or drink are allowed, you are responsible for cleaning up after yourselves
- 4.17 ensure the room space is restored to the state it should be in for the usual running of the space (see wall maps in each rehearsal room). This includes reporting broken or faulty equipment via Helpdesk (Help.Facilities@nida.edu.au), returning furniture, door frames, props and other objects to the original locations and the removal of all personal items and trash from the rehearsal room
- 4.18 be responsible for restoring tutorial rooms, rehearsal rooms and studios to the NIDA specified set-up (as indicated on the wall) at the end of each session
- 4.19 return props and costumes to your assigned storage locations at the end of a rehearsal
- 4.20 refrain from disruptive use of any electronic devices
- 4.21 refrain from photography, recording or broadcasting of any kind without permission of the director, stage management or Learning and Innovation staff members.
- 4.22 not post or distribute beyond the company without the express permission of NIDA. See Intellectual Property Policy.
- 4.23 recognise that class and production work at NIDA may involve physical interaction, with consent sought and respected throughout. This may include but is not limited to:
 - a. Partner dancing
 - b. Combat exercises
 - c. Voice and Body partner work
 - d. Rehearsal and improvisation
 - e. Costume measurement and fitting
 - f. Dressing and costume changes in performance
 - g. Hair cutting, styling and makeup application
 - h. Microphone and body microphone fitting and adjustment
 - i. Harness fitting and adjustment
 - j. Props and effects fitting and adjustment
 - k. Body cleaning in performance and rehearsal settings

You have the right to request an adjustment in behaviour from a work or student colleague in the case of any discomfort or distress arising from physical contact. Please speak immediately to the Student Hub, or your Course Leader. Gendered violence has no place at NIDA, see the [Sexual Misconduct and Gendered Violence Policy](#) for more information and [Incident Report Form](#). Consent to appropriate physical interaction and touching as part of the training in a class or rehearsal does not give consent or extend outside the class.

If you are engaged in a NIDA production, you undertake to: be engaged in the rehearsal process and give your full attention to the task at hand following directions from the Director and Stage Manager

IN ADDITION:

5. REHEARSAL, BUMP IN & BUMP OUT CONDUCT

If you are engaged in a NIDA production, you undertake to:

- 5.1 read Daily Schedules/Call Sheets
- 5.2 be on time to every rehearsal or session
- 5.3 be on time and courteous at any costume fitting or props and sets consultations
- 5.4 be prepared and ready to work. Students must have appropriate equipment and documents suited to your role within the production such as scripts, pencils, notes; all students are to be in appropriate rehearsal clothing at the start of each rehearsal
- 5.5 be engaged in the rehearsal process and give your full attention to the task at hand following directions from the Director and Stage Manager
- 5.6 be quiet during rehearsal and use the opportunity to listen to feedback and directions of others as an opportunity for self-improvement
- 5.7 stand by and be suitably prepared for cues and entrances
- 5.8 refrain from bringing food or drink into a rehearsal in a theatre, backstage or eating while in costume. Food and drink in rehearsal rooms is at the discretion of the Stage Manager. If eating and drinking is allowed students are responsible for cleaning up and removing all rubbish
- 5.9 recognise and respect that rehearsals are workshop extension of the curricula classroom work. Missing class because of rehearsal or performance related activities is unacceptable
- 5.10 refrain from leaving rehearsals for any reasons without the permission of the Director and/or Stage Manager
- 5.11 avoid absences from technical or dress rehearsals and performances without permission from your Course Leader, Director, and Stage Manager

6. CONDUCT

Performances form part of the learning and assessment for students and NIDA expects that you undertake to:

- 6.1 recognise that rehearsals and performances contribute to your learning and assessment, and respect the process and rights of other students to a quality learning and assessment process
- 6.2 be present and signed in for all pre-show calls whether it is an hour or half hour call as determined by the Stage Manager
- 6.3 advise the Stage Manager as soon as possible and before the half hour call, if you are running late for any reason
- 6.4 be warmed-up, dressed and ready for cues and entrances at the beginning of each performance
- 6.5 if performing in a play, provide all make-up required to conceal all visible tattoos, and other basic makeup requirements at your own expense
- 6.6 costumes are not to be worn in public spaces outside the venue
- 6.7 treat costumes, props, and make-up with care. Hang and return costumes and props in the way you have been instructed in a consistent and respectful way. Refrain from making any unauthorised changes to costumes, props, or any other production equipment
- 6.8 remain quiet in all backstage areas
- 6.9 cooperate with Stage Management and all specialists assigned to a production; refer all issues of concern to the Stage Manager

Performances form part of the learning and assessment for students and NIDA expects that you undertake to: recognise that rehearsals and performances contribute to your learning and assessment, and respect the process and rights of other students to a quality learning and assessment process

- 6.10 understand and respect that the Stage Manager is obligated to report any misconduct. All students should report any serious mistake or breach of professional conduct to the Stage Manager
- 6.11 in line with NIDA policy, not smoke in dressing rooms, rehearsal spaces, backstage areas or in theatres
- 6.12 not eat or drink in theatres or backstage (water being the exception)
- 6.13 not leave a performance for any reason without the permission of the Director and/or Stage Manager
- 6.14 ensure dressing rooms are left neat and tidy at the end of each day
 - all rubbish removed, and facilities left in an orderly manner

NIDA

National Institute of Dramatic Art