

Deviare Instructor Code of Conduct

Our Commitment

As a Deviare instructor, you represent our brand and commitment to excellence in technology education. This code ensures we maintain the highest standards of professionalism and learning outcomes.

1. Professional Standards

Punctuality & Reliability

- Arrive 15 minutes before scheduled sessions
- Notify Deviare immediately if unable to attend (minimum 24 hours notice)
- Be fully prepared for each session with tested materials and technology

Professional Appearance

- Dress professionally for all sessions (business casual minimum)
 - Maintain a clean, organized workspace for online delivery
 - Ensure proper lighting and audio quality for virtual sessions
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2. Course Delivery Excellence

Content Quality

- Deliver courses according to approved curriculum and learning objectives
- Use only current, accurate, and approved course materials
- Provide practical, real-world examples relevant to South African context

Student Engagement

- Create an inclusive, respectful learning environment
- Encourage questions and active participation
- Adapt teaching style to accommodate different learning preferences
- Provide constructive feedback on assessments and projects

Time Management

- Start and end sessions on time
- Take appropriate breaks as scheduled
- Cover all required curriculum within allocated timeframes

3. Student Interaction

Respectful Communication

- Treat all students with dignity and respect regardless of background, experience level, or learning pace
- Use professional language at all times
- Maintain patience with struggling students and provide additional support when needed

Confidentiality

- Keep all student information confidential
- Do not share student performance or personal details with unauthorized parties
- Respect student privacy in group settings

Boundaries

- Maintain professional relationships with students
 - Do not engage in personal relationships that could create conflicts of interest
 - Direct students to appropriate Deviare support channels for non-academic issues
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4. Technical Requirements

Online Delivery Standards

- Maintain stable internet connection (minimum 10Mbps upload)
- Use approved platforms and follow technical protocols
- Have backup plans for technical difficulties
- Ensure all shared screens and materials are appropriate and professional

Data Security

- Use secure networks for course delivery
 - Do not download or share proprietary course materials
 - Follow Deviare's data protection guidelines
 - Report any security incidents immediately
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5. Communication & Feedback

Deviare Communication

- Respond to Deviare communications within 24 hours during business days



Challenge Everything

- Use official Deviare channels for all course-related communication
- Provide honest feedback about course materials, student progress, and improvement suggestions
- Report any issues or concerns promptly

Student Communication

- Be available for student questions during designated hours
 - Provide timely responses to student inquiries (within 24-48 hours)
 - Use constructive language when providing feedback
 - Escalate serious student concerns to Deviare management
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6. Intellectual Property & Confidentiality

Course Materials

- Use only Deviare-approved course content and materials
- Do not modify course content without prior written approval
- Respect all intellectual property rights of course creators and vendors

Business Confidentiality

- Keep all Deviare business information confidential
 - Do not share details about other instructors, compensation, or internal processes
 - Protect student and company data according to privacy regulations
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7. Continuous Improvement

Professional Development

- Maintain current certifications and technical knowledge
- Participate in required Deviare training sessions
- Seek feedback and implement improvements based on student evaluations
- Stay updated with industry trends and best practices

Quality Assurance

- Welcome classroom observations and feedback sessions
 - Participate in instructor meetings and development programs
 - Contribute to course improvement initiatives when requested
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8. Social Media & Public Representation

Brand Representation

- Represent Deviare positively in all public forums
 - Use appropriate social media practices when mentioning Deviare
 - Direct media inquiries to Deviare management
 - Maintain professional online presence
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9. Compliance & Legal

Independent Contractor Status

- Understand and comply with independent contractor requirements
- Maintain own professional indemnity insurance
- Handle own tax obligations and statutory requirements
- Report any conflicts of interest immediately

Regulatory Compliance

- Follow all applicable laws and regulations
 - Maintain required professional registrations and certifications
 - Report any legal issues that may affect teaching ability
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10. Consequences & Resolution

Performance Issues

- First-time minor issues: Verbal warning and coaching
- Repeated or serious issues: Written warning and improvement plan
- Severe misconduct: Immediate contract termination

Dispute Resolution

- Discuss concerns directly with Deviare management
 - Follow established grievance procedures
 - Seek mediation for unresolved disputes
 - Maintain professionalism throughout any resolution process
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Acknowledgment

By accepting a position as a Deviare instructor, I agree to:

- Uphold these standards in all my interactions as a Deviare representative



Challenge Everything

- Seek clarification when unsure about appropriate conduct
- Report violations of this code when observed
- Accept that failure to follow this code may result in contract termination

Remember: Our students trust us to provide world-class education. Every interaction should reflect our commitment to excellence, professionalism, and student success.

For questions about this code of conduct, contact: [\[instructor-support@deviare.africa\]](mailto:instructor-support@deviare.africa)

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