

Charisma Workforce Development: Student Integrity & Third-Party Misconduct Policy

Charisma Workforce Development (CWD) is a NEBOSH Gold Learning Partner committed to fostering an environment of academic integrity, transparency, and compliance. This document outlines our comprehensive policy designed to protect the fairness and credibility of our programs, ensuring all enrolled and prospective students uphold the highest standards of honesty throughout their academic journey with us. It details the stringent measures in place to prevent cheating, misrepresentation, and unauthorized third-party interference, safeguarding the integrity of NEBOSH-accredited qualifications.

Our Unwavering Commitment to Integrity

At Charisma Workforce Development, our foundation is built upon the pillars of integrity, transparency, and strict adherence to regulatory compliance. As a distinguished NEBOSH Gold Learning Partner, we are dedicated to providing a fair and credible learning environment. Every student enrolled in our NEBOSH-accredited programs is expected to embody these values, demonstrating honesty in all aspects of their engagement with CWD—from initial enrollment and assessment participation to all forms of communication.

Our commitment ensures that the qualifications you earn are truly a testament to your knowledge and effort, respected by employers and regulatory bodies worldwide.

Strict Prohibition of Cheating and Misrepresentation

Charisma Workforce Development maintains a zero-tolerance policy against any form of cheating, falsification of identity, or submission of misleading information. These actions undermine the fundamental principles of academic fairness and the value of your NEBOSH qualification. This policy applies rigorously to all interactions, including the registration process, interviews, assessments, and all communications with CWD staff.

False Documents & Credentials

Providing any fabricated, altered, or fraudulent documents, certificates, or credentials is strictly forbidden.

Misrepresenting Personal History

Falsifying personal details, academic background, or professional experience will lead to immediate consequences.

Gaining Unfair Advantage

Any attempt to unfairly influence assessment outcomes, including unauthorized collaboration or use of prohibited materials, is prohibited.

Violation of these prohibitions will result in severe penalties, up to and including immediate expulsion from the program without refund.

Zero Tolerance for Unauthorized Third-Party Misguidance

Students must exercise extreme caution and proactively avoid engagement with any unauthorized third parties. These entities often operate with deceptive practices, making false promises that compromise the integrity of your enrollment and assessment processes. Charisma Workforce Development will not tolerate any involvement with such third parties, regardless of a student's awareness of their illicit activities.

False Promises

Third parties who claim to guarantee success or provide unauthorized assistance with assessments.

Document Submission

Entities offering to submit documents or communicate on your behalf to Charisma Workforce Development.

Influencing Processes

Any attempt by a third party to manipulate CWD's administrative or assessment procedures.

Any student found to be connected with such third parties—whether knowingly or unknowingly—will be subject to immediate and irreversible removal from the program, emphasizing the importance of direct and honest engagement with CWD.

Initial ID Verification & Interview Process

To uphold the credibility of our programs and ensure genuine student participation, every enrolled student at Charisma Workforce Development undergoes a mandatory and rigorous identity verification and interview process. This critical step is designed to confirm your identity and ensure your direct engagement in your studies, free from external influence.



During this process, CWD personnel will conduct thorough checks to authenticate your identity and review submitted documentation. The interview component allows for direct interaction, helping us to understand your motivations and confirm your understanding of our policies.

Should any connection to unauthorized third parties be discovered either during or after this verification stage, Charisma Workforce Development reserves the right to take decisive action.

Consequences of Third-Party Connections

The discovery of any connection to unauthorized third parties, whether during the initial identity verification or at any point thereafter, triggers a series of severe and immediate consequences to protect the integrity of our NEBOSH-accredited programs. Charisma Workforce Development is resolute in its commitment to maintaining a fair and untainted academic environment for all students.

1

Program Termination

Immediate termination of the student's enrollment in the program, without eligibility for any refund of fees paid.

2

Official Reporting

The individual student and all associated third parties will be formally reported to NEBOSH and all other relevant regulatory and law enforcement authorities.

3

Information Sharing

Findings from our investigations may be shared with other accredited educational institutions to prevent future instances of misconduct and safeguard the wider educational community.

These measures underscore our commitment to upholding the highest standards of academic integrity and ensuring the value of your NEBOSH qualification.

The Student Declaration: Your Commitment to Integrity

Upon successful enrollment with Charisma Workforce Development, every student is required to sign a formal Student Declaration. This document is a critical component of our integrity framework, serving as a mutual agreement that solidifies your commitment to ethical conduct throughout your NEBOSH-accredited program. It ensures clarity and accountability for both the student and CWD.

 The Student Declaration is more than just a signature; it is a pledge to academic honesty and a mutual understanding of the expectations set forth by Charisma Workforce Development.

- Your understanding of the comprehensive Student Integrity & Third-Party Misconduct Policy (CWD-ST1382-INT).
- Your personal commitment to uphold honest and ethical conduct in all interactions, assessments, and communications with Charisma Workforce Development.
- Your explicit agreement that Charisma Workforce Development reserves the right to initiate legal or regulatory action, as deemed necessary, should any violations of this policy occur.

This declaration is fundamental to maintaining the high standards of integrity expected from all participants in our NEBOSH programs.

Ensuring Fairness and Credibility in NEBOSH Qualifications

The rigorous application of this policy is paramount to ensuring that every NEBOSH qualification awarded by Charisma Workforce Development is earned fairly and represents genuine achievement. Our dedication to preventing misconduct safeguards the reputation of our graduates and the value of the NEBOSH certification globally. We continuously review and enhance our procedures to adapt to evolving challenges in maintaining academic integrity.



■ Proactive Prevention ■ Verification Processes ■ Policy Enforcement ■ Student Education

This proactive approach ensures that our programs remain a benchmark for excellence in health, safety, and environmental education.

Reporting Suspected Misconduct

Maintaining the integrity of our NEBOSH programs is a collective responsibility. Charisma Workforce Development strongly encourages all students, staff, and stakeholders to report any suspected instances of cheating, misrepresentation, or unauthorized third-party interference. Your vigilance is crucial in upholding the fairness and credibility of our qualifications.



All reports will be handled with the utmost confidentiality and professionalism. We are committed to protecting the identity of individuals who come forward in good faith.

To report a concern, please contact our Student Affairs and Compliance Office directly via integrity@charismadevelopment.edu or through our secure online reporting portal available on the CWD student dashboard.

Conclusion & Recommendations for Students

The Charisma Workforce Development Student Integrity & Third-Party Misconduct Policy (CWD-ST1382-INT) is fundamental to preserving the value of your NEBOSH qualification and ensuring a fair academic environment. Your adherence to these guidelines is not merely a compliance requirement but a testament to your personal and professional integrity.

We urge all students to:



Read the Policy

Familiarize yourself thoroughly with the full policy document.



Ask Questions

Seek clarification from CWD staff if any aspect remains unclear.



Protect Your ID

Safeguard your personal and academic information diligently.



Engage Directly

Maintain direct communication with CWD and avoid third parties.

By upholding these principles, you contribute to a credible learning community and enhance the esteemed recognition of your NEBOSH qualification worldwide. Thank you for your commitment to integrity.