GenAI - Students and Candidates Policy

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Approved by the ABG on	6 October 2026	Scheduled review date	Oct 2027

1. Purpose

The purpose of this policy is to establish the National Institute of Organisation Dynamics Australia (NIODA)'s requirements for the use of generative artificial intelligence (GenAI) by students and higher degree by research candidates.

This policy is supported by the *Student GenAI Guide* and the *PhD Candidate GenAI Guide*, which provide the practical guidance for applying the policy, including the GenAI use categories. The policy and guides are reviewed and updated regularly; annually as a minimum.

2. Scope

This policy applies to all NIODA coursework students and higher degree by research candidates. It applies to all learning activities, assessments, research activities and scholarly outputs.

3. Policy Statement

Generative artificial intelligence (GenAI) is a subfield of artificial intelligence that uses models to generate text, images, videos, audio, computer code or other forms of digital data. These models learn the underlying patterns and structures of their training data and use them to recombine data in response to input, which often takes the form of natural language prompts. Outputs are statistical guesses rather than verified facts and can contain errors and social biases.

Systems psychodynamic work requires students and candidates to immerse themselves in, and think critically about, group and system data. In this a range of theories are applied, including those related to working with data that previously may have been unconscious. The student and candidate's ability to sit with the discomfort of critically exploring data, which includes emotional and somatic experience of self-as-instrument, is a crucial skill. Outsourcing critical thinking to artificial intelligence or automated systems potentially leads to decreased cognitive capacity, reduced analytical skills, and a dangerous illusion of higher capability.

NIODA Students and PhD Candidates have produced, and continue to produce intellectual property and contribute significantly to the field of research in system psychodynamics. We hold ourselves, the students, and the candidates to account for doing so creatively, ethically, and responsibly.

NIODA seeks to develop both responsible capability with GenAI and the capacity to practise systems psychodynamics effectively in organisational environments increasingly shaped by technology. Navigating the possibilities, limitations and consequences of GenAI is an increasingly important professional capability.

Permitted GenAI use will vary according to assessment design and research requirements. GenAI may support learning, however, it must not be used as a substitute for independent learning, and its demonstration, as required by the subject, course or research program.

Students and candidates remain accountable for all work submitted in their name regardless of whether GenAI has been used. Transparency is expected wherever GenAI contributes to assessed work or research. Students and candidates must distinguish, to a reasonable level of assurance, between learning demonstrated by the student or candidate and work substantially performed by GenAI.

NIODA's approach emphasises learning assurance, transparent practice and appropriate assessment design rather than reliance on AI-detection tools.

4. Responsibilities

It is the responsibility of the GenAI Steering Committee to maintain institutional oversight of GenAI governance.

The Dean is responsible to maintain institutional oversight of GenAI capability, policy implementation and learning assurance, as set out in this policy.

The Course Leads and Subject Coordinators are responsible to:

- determine the permitted GenAI category for every assessment task,
- identify which elements of learning and assessment students must undertake themselves,
- ensure assessment design supports the assurance of learning.

The Academic teaching staff and PhD Supervisors are responsible to:

- consistently apply this policy
- support the ethical and critical use of GenAI
- explain the distinction between using GenAI to support thinking or allowing GenAI to simulate thinking or interpretive work skills that students and candidates are expected to learn.

It is the responsibility of students and candidates to adhere to NIODA's policy and guidelines about the responsible and ethical use of GenAI and:

- ensure the authenticity of information sourced through GenAI
- critically evaluate all GenAI outputs
- protect confidential and personal information
- acknowledge and document GenAI use
- remain responsible for all submitted work
- undertake themselves (not with GenAI) any learning, analysis, interpretation, reflection, judgement or other capability that are identified in the assessment or candidature requirements as requiring independent demonstration.

5. Appropriate Use of Artificial Intelligence

Student assessment pieces and junctures in the PhD research trajectory are assigned a GenAI use category. See the *Student GenAI Guide* and the *PhD Candidate GenAI Guide* on how GenAI use categories apply in practice.

Rules applying to all categories

- Ordinary non-generative functions such as spellcheck, formatting and reference-management software may be used.
- NIODA requires students and candidates to engage in observation, experience, thinking, interpretation, reflection, the formation of working hypotheses, and critical judgement. Candidates are expected to develop and demonstrate these capabilities regardless of the level of GenAI use permitted.
- Privacy, confidentiality, academic integrity and verification requirements apply to all categories.

Please note - Specific assessment instructions take precedence over the general provisions of this policy.

6. Privacy, Confidentiality and Information Security

Confidential organisational information, identifiable participant information, identifiable research data, personal information and other restricted material requires appropriate authorisation prior to inputting into GenAI. All users must comply with NIODA privacy, copyright and information security requirements. Authorisation must be obtained from the person or body responsible for the information or its use, this may include, but is not limited to, NIODA staff, the Human Research Ethics Committee, the relevant organisation and/or the individual concerned.

Particular care is required with organisational data, research data and material generated in groups, classes, supervision or experiential learning settings, where information may belong to or concern people other than the user.

7. Academic Conduct breaches

An academic misconduct breach may apply if work is submitted for which the student or candidate is not the author. Procedures for consequences of academic misconduct breaches are as per the Academic Misconduct section of the Academic Integrity and Honesty Policy document, which is published on the NIODA website (http://www.nioda.org.au). The following may constitute academic misconduct:

- using GenAI contrary to the categories of GenAI Use or assessment instructions
- using GenAI to perform analysis, interpretation, reflection, judgement or other learning that the assessment requires the student/candidate to demonstrate independently,
- fabricating references, evidence or research data,
- providing false or misleading information about GenAI use.

8. Grievances

Grievances relating to decisions about use of generative artificial intelligence should be taken up as per the NIODA *Grievance Policy*. The *Grievance Policy* is published on the NIODA website www.nioda.org.au/policies.

9. Related Documents

Student GenAI Guide

PhD Candidate GenAI Guide

Academic Integrity and Honesty Policy

LM(OD) Assessment Policy

PhD Research Proposal Approval, Candidature Progress and Final Thesis Submission Policy

Research Code of Conduct Policy

Research Ethics Guidelines

Referencing Guide

Grievance Policy

Generative AI Action Plan