

Regulations Governing Student Non-academic Misconduct

Introduction

The aim of these Regulations is to provide a framework within which staff can work with students to maintain satisfactory standards of conduct and bring about improvement in conduct where necessary. The University Student Charter is a reference point for students and staff setting out expectations, rights and responsibilities of members of the University community.

The Regulations are divided into two sections:

Section A: The Policy sets out the scope and application of these Regulations and the principles to be applied in all cases.

Section B: outlines **The Procedure** to be followed in handling cases of non-academic misconduct. A simple summary of the procedure can be found in Appendix A

Each case will be treated with fairness and will be considered on its own merits on the evidence and circumstances presented. Where the University finds that non-academic misconduct has occurred, it is the University's aim to recommend a corrective course of action (where appropriate); although other sanctions may also apply.

The Regulations outline the usual timescales for matters of non-academic misconduct. Please note that where 'working days' are referred to, this excludes weekends, bank holidays and University closure days.

Students may obtain free, independent and confidential advice throughout the process from the [SUSU Advice Centre](#), while additional information and guidance can be found on the [Non-academic Misconduct web pages](#).

For students based overseas, localised arrangements may need to be applied.

These Regulations are made subject to the Charter, Statutes and Ordinances of the University.

Mediation - An alternative informal method of dispute resolution

Mediation does not form part of the formal Student Non-academic Misconduct Procedure but, where appropriate, offers an alternative informal method of resolving any dispute and can be explored instead of making a formal allegation of misconduct. If a student chooses to take part in mediation, this does not mean that they will lose their right to make an allegation under these Regulations.

Mediation is a process in which disputing parties seek to resolve their difference in a mutually acceptable way with the assistance of a trained mediator acting as an impartial third party. Mediation is voluntary and aims to offer the disputing parties the opportunity to be fully heard, to hear each other's perspectives and to decide how to resolve their dispute themselves.

Mediation is entirely confidential and no record of the contents of the mediation process is held on any student file. The contents of all mediated conversations are not shared with anyone unless implicitly agreed by the parties involved in those discussions. All mediators are fully trained and accredited members of the Civil Mediation Council and remain impartial throughout.

If mediation is entered into the usual timescales within the Student Non-academic Misconduct procedure are suspended until mediation is concluded or may not be required at all if mediation is successful.

Where an allegation of misconduct has been raised by a member of the University that a student's conduct should be investigated under these Regulations, the University may, in appropriate circumstances, recommend mediation is considered instead of proceeding under these Regulations.

Information about the [Mediation Service](#) and how to access it can be found on their [web pages](#). Where mediation is recommended the parties should consider mediation by meeting with the Mediation Services Manager after which they can make an informed choice as to whether they wish to pursue mediation or not. Further, the Mediation Services Manager on meeting with each party initially may consider that mediation is not appropriate and may refer the case back to the Student Misconduct Team. Students who refuse to consider mediation or an alternative means to resolve disputes with each other will need to provide adequate reasons to the University before being able to progress further under these Regulations.

1. Section A: The Policy

Whose conduct may be investigated under these Regulations?

- 1.1 These Regulations apply to allegations of misconduct committed by students enrolled at the University; including students in nominal registration and studying off-campus for any reason.
- 1.2 These Regulations may also apply (at the University's discretion) to:
 - 1.2.1 students enrolled at another institution but who are studying at or otherwise visiting the University at the time the alleged misconduct took place. This is subject to the terms of the agreement entered into between the University and the other institution and these students may also be referred to their institution to initiate proceedings under their regulations.
 - 1.2.2 students who are also staff members (guidance should be sought from the Secretary of the Committee of Student Non-academic Misconduct who will consult with Human Resources).
- 1.3 All staff have the authority to deal with misconduct pursuant to these Regulations.

2. What is misconduct for the purposes of these Regulations?

- 2.1 **Misconduct** is an act or failure to act by a student which is unlawful or otherwise judged to be inappropriate or unacceptable behaviour where that behaviour does or could negatively affect the University in any way, or any person or entity associated with the University.
- 2.2 **Serious misconduct** is misconduct which appears in the reasonable opinion of the University to be significant due to its impact on the University, the person or the property affected by the misconduct.
- 2.3 Examples of misconduct and serious misconduct can be found in Appendix B in these Regulations and on the [Non-academic Misconduct web pages](#); this is a guide and is not exhaustive and may be updated from time to time by the University.
- 2.4 Misconduct that is also a criminal offence.

Where a student's conduct is the subject of a criminal investigation, no immediate action will necessarily be taken under these Regulations, but the University will take those decisions set out in Regulation 4 below. If the matter is not being dealt with under the criminal process or where the criminal process has concluded, then the University will proceed under these Regulations. Guidance for staff on handling matters of this nature can be found on the Staff Information webpage of the Non-academic Misconduct website.

3. Other University Regulations that may be relevant:

- 3.1 The following matters are not covered by these Regulations:

- 3.1.1 **Academic Integrity:** Breaches of academic integrity (academic misconduct) are dealt with by separate Academic Integrity Regulations.
- 3.2 Allegations of misconduct arising in the circumstances set out below may be considered under these Regulations where the University deems it appropriate but will be considered in the first instance as follows:
 - 3.2.1 **Fitness to Practise:** A student's fitness to practise may be challenged when their behaviour, health and/or professional conduct gives cause for concern. See [Fitness to Practise Policy and Procedure](#).
 - 3.2.2 **Student Support Review:** The University's [Student Support Review Regulations](#) outlines how the University will respond to situations where signs of illness, mental health difficulties or disorders are thought to have directly impacted on the conduct or behaviour of the student concerned.
 - 3.2.3 **Misconduct within University Halls of Residence Regulations** will be handled in accordance with the [Regulations Governing Halls of Residence](#).
 - 3.2.4 **The Students' Union:** Misconduct which is alleged to have occurred within premises occupied or managed by the Students' Union or during a Student's Union activity or event will be dealt with in the first instance by the [Students' Union](#).

4. Decisions and actions before starting the procedure

- 4.1 Once an allegation has been raised, the University:
 - 4.1.1 will determine whether the matter falls within the scope of these Regulations. If a matter falls outside these Regulations, the person raising the allegation should be referred to any other regulations that apply;
 - 4.1.2 may recommend mediation is considered in appropriate circumstances as set out above. Students who refuse to consider mediation or an alternative means to resolve disputes with each other will need to provide adequate reasons to the University before being able to progress further under these Regulations;
 - 4.1.3 may put in place such measures as it deems appropriate to manage the risks to the parties involved or to manage the conduct of any or all of the parties. These measures may remain in place throughout the process even if no misconduct is found or any of the parties choose not to pursue mediation. The arrangements and the reasons for the decision will be conveyed to the affected parties in writing. These measures are not sanctions and do not imply that any decision has already been made about the allegations; any such measures will be for no longer than the University deems necessary.
- 4.2 If the allegation is within the scope of these Regulations and mediation is not recommended by the University, or the Mediation Services Manager, or is otherwise not suitable, the University will, subject to 4.3 below, also determine whether to instruct that the student(s) against whom an allegation has been made does not communicate or contact certain individuals. The arrangements and the reasons for the decision will be conveyed to the affected parties in writing. This is not a sanction and does not imply that any decision has already been made about the allegations. It will be for no longer than the University deems it necessary to complete the investigations into the allegations and/or to hold a hearing.
- 4.3 The University may also, acting through the President and Vice-Chancellor, temporarily suspend a student from the University (i.e. a total prohibition from the University). The arrangements and the reasons for the decision will be conveyed to the student in writing in 5 working days.

- 4.3.1 Before taking this decision, the student shall have been notified and provided with sufficient detail of the allegations and have been given an opportunity to be heard in person before a member of the Committee of Student Non-Academic Misconduct.
- 4.3.2 Due consideration should be taken of any imminent examination, assessment or other deadlines which are scheduled for the student and an opportunity provided for a member of the Committee of Student Non-academic Misconduct to hear any representations put forward by the student concerning the proposed suspension.
- 4.3.3 The action in 4.3 is not a sanction and does not imply that any decision has already been made about the allegations. It will be for no longer than the University deems it necessary to complete the investigations into the allegations and/or to hold a hearing and will be reviewed by the Chair of the Committee of Student Non-academic Misconduct or their nominee(s) every twenty (20) working days whilst in force to take into account any developments or representations made by the student.

5. Confidentiality

- 5.1 The University will process all personal information in accordance with its [Data Protection Policy](#).
- 5.2 The University will disclose information to:
 - inform the student of the allegations made and give them an opportunity to respond as required by natural justice;
 - to allow an investigation to be carried out properly;
 - for the discharge of its duties or as required by law.
- 5.3 There may be exceptional cases where it is appropriate to preserve confidentiality in relation to the identity of witnesses where there is reasonably perceived to be a need to protect any students or members of staff from the risk of intimidation or retribution.
- 5.4 The University may also adapt the procedures in Section B where it is considered undesirable for any one person to give evidence in the presence of another.
- 5.5 Where a student against whom allegations have been made is not aware of the identity of all those who have given evidence, due weight to this factor must be given and their response to the allegations must be seen in this context. Natural justice must be observed, meaning that such a student has the right to fully understand the case made against them.
- 5.6 Audio and/or visual recording of meetings and hearings is not permitted. If, due to exceptional circumstances it is agreed in advance that recordings are permitted, the recording is confidential and must not be copied, shared with any third party, published or disseminated in any way. A true and complete copy of the recording of the meeting must be provided to the other party as soon as possible after the recording was made.

6. Sanctions for Non-academic Misconduct

- 6.1 The usual sanctions for non-academic misconduct are set out below. Examples of sanctions aligned to forms of misconduct for illustrative purposes only can be found on the [Non-academic Misconduct web pages](#); this is a not exhaustive guide, and may be updated from time to time by the University. Each case will be assessed in light of its facts.
- 6.2 Findings of misconduct are made on a balance of probabilities

6.3 The sanctions the University may levy are one or more of the following:

- (i) A written apology including a piece which reflects on the student's behaviour to be provided to an aggrieved party;
- (ii) a verbal warning;
- (iii) a written warning;
- (iv) fines ranging from £100 to a maximum of £300;
- (v) to require compensation;
- (vi) to require the student to undertake unpaid community services to the University community up to a maximum of 40 hours;
- (vii) to require the student to attend rehabilitation programmes;
- (viii) to exclude or restrict a student from access to parts of the University or University services (action taken by the President and Vice-Chancellor following a recommendation by the Committee of Student Non-Academic Misconduct);
- (ix) to suspend a student from the University (action taken by the President and Vice-Chancellor following a recommendation by the Committee of Student Non-Academic Misconduct);
- (x) to expel a student from the University with a consequent loss of rights and privileges of University membership (action taken by the President and Vice-Chancellor following a recommendation by the Committee of Student Non-Academic Misconduct);
- (xi) to recommend that Senate consider withholding an award where it would otherwise withdraw or cancel same if made pursuant to the [Ordinances](#) of the University part 7.7: Admission, Examinations and Awards (action taken by the President and Vice-Chancellor following a recommendation by the Committee of Student Non-Academic Misconduct).

6.4 Where appropriate, the University may choose to suspend the implementation of one/more sanctions if the student has shown remorse and undertakes to significantly improve their conduct. Positive action to improve conduct will need to be demonstrated to the University from time to time.

6.5 If a student admits an allegation at any stage of the procedure the University may levy a sanction for that misconduct without progressing through the next stage of the procedure for sanctions requiring action by the President and Vice-Chancellor as set out above. If a student wishes certain facts to be taken into account before a sanction is imposed they should submit a written statement (with evidence where appropriate) together with their admission and the University will consider this in deciding the sanction. Any sanction awarded will be decided by the Chair of the Committee for Student Non-academic Misconduct or their nominee. The University may also look favourably on students making early admissions.

6.6 The University may recommend the continuation of a no contact advisory notice post investigation alongside any penalty given. The no contact advisory notice is not a penalty.

7. Appeal

7.1 Students may, within the time periods specified in section B paragraph 7, appeal a decision reached by the University on the following grounds:

7.1.1 There is **new substantive information supported by evidence which was not known by the student and/or the evidence could not have reasonably been obtained by the student in time to present to the University at the time of the original decision** and/or

7.1.2 That there has been **significant failure of due process** in the making of the original decision i.e. a material procedural irregularity or misinterpretation of the Universities own regulations, or administrative errors which, if they had not occurred, might have impacted significantly on the original decision and/or the sanction imposed.

7.2 Dissatisfaction with the outcome of a matter or sanction does not itself constitute grounds for appeal.

8. Recording and Monitoring of Student Non-academic Misconduct Matters

- 8.1 Any prior breaches which resulted in a penalty will be taken into account when determining any subsequent penalties and kept on student file as indicated below:
- Sanctions for Misconduct: a maximum period of 12 months from the later of the date of the Outcome Letter or Completion of Procedures Letter;
 - Sanctions for Serious Misconduct: for the duration of the student's enrolment at the University.
- 8.2 Subject to regulation 5.1 above, the University will record, report on and monitor cases of student non-academic misconduct to identify trends, inform University practices, procedures and activities and as required under the University's Charter, Statutes and Ordinances.

9. External Review - Office of the Independent Adjudicator for Higher Education

- 9.1 A Completion of Procedures letter signifies to the student that the University's internal procedure for reviewing and resolving student non-academic misconduct has been completed and should be sent to the student normally within 28 days of the University's final decision to reject a student non-academic misconduct appeal. The letter will provide information about complaining to the OIA. Students may request a Completion of Procedures Letter if their appeal is upheld or partly upheld. . The letter will provide information about complaining to the OIA.
- 9.2 Information about the OIA's procedures may be found at <http://www.oiahe.org.uk> or in the OIA leaflet 'OIA for Students' which is available from the [Students' Union Advice Centre](#).
- 9.3 Students wishing to submit a complaint to the OIA must do so within the timeframe set down in the Rules of the Student Complaints Scheme. A complaint must be made in writing using the OIA Complaint Form.
- 9.4 Where a student requests a Completion of Procedures Letter more than a calendar month after the decision letter, the time for bringing a complaint to the OIA will normally run from the date of the final decision, rather than the date of the Completion of Procedures Letter.
- 9.5 Contact details for the Office of the Independent Adjudicator are: Office of the Independent Adjudicator

2nd Floor Abbey Gate
57-75 Kings Road READING
Berks RG1 3AB
Tel: 01189 599813
Email: enquiries@oiahe.org.uk

Section B : The Procedure

A simple summary of this procedure can be found in Appendix A and on the [Non-academic Misconduct web pages](#). Reasonable adjustments to this procedure may be made for students with additional needs or to allow for other factors that would otherwise place a student at a disadvantage. This may include holding meetings by videoconferencing, telephone conferencing or other appropriate means.

1. Support

- 1.1 During all stages of the procedure, students may be accompanied to meetings or hearings by a member of the University - either a member of staff or a fellow student, or by an adviser from the [Students' Union Advice Centre](#). Other than as set out herein, only in exceptional circumstances, and by prior agreement, may a student be accompanied by someone who is neither a member of the University nor a Students' Union adviser.
- 1.2 The role of the companion is not to offer formal representation, but to offer support and advice to the student during their case.

2. Student Advised of Allegation

- 2.1 When the University receives an allegation and after it has understood the scope of the allegations, the University will advise the student(s) concerned of the scope of the allegations, explain the processes involved and any temporary measures which will be put in place. The University may do this in writing or at a preliminary meeting which is followed up in writing.

3. Investigations

- 3.1 The purpose of an investigation is for the University to gather the facts and evidence relating to any allegations of student non-academic misconduct against the student to determine if there are sufficient grounds or evidence to proceed with the matter or whether it should be dismissed.
- 3.2 The scope of investigation required will depend on the nature of the allegations, any possible counter-allegations made and will vary from case to case. It may involve interviewing and taking statements from the student, the person making the allegations, witnesses, and/or reviewing relevant documents.
- 3.3 The University will appoint an investigator and others to co-ordinate and assist in managing the case. The investigator will prepare a report which sets out the findings during the investigation and a recommendation as to whether there are sufficient grounds or evidence to proceed to a hearing.
- 3.4 During an investigation, if a student admits to the allegations raised this will be recorded in the investigation report and a disciplinary hearing will not need to be held at all or in respect of the misconduct which is admitted. The student may still submit evidence in mitigation to be taken into account when determining the sanction to be imposed. Any sanction awarded will be decided by the Chair of the Committee for Student Non-academic Misconduct or their nominee. See Section A.6.5 above.
- 3.5 On completion of an investigation the investigator will write a report which will recommend either:
 - No further action
 - Case to be considered at a Hearing with a subset of the Committee of Student Non-academic Misconduct as approved by the Chair. This must include a Chair and one member of Senate.
 - Case to be considered by the full Committee of Student Non-academic Misconduct. Terms of reference and membership details for the Committee are set out below:
 - Terms of reference: To consider such cases of serious misconduct as may be referred to it by the Chair of the Committee, and to report to the President and Vice-Chancellor and Senate the action taken concerning them.
 - Membership:
 - A Vice-President (Chair) or nominee
 - Three members of Senate including one Dean (from a Faculty other than that of the student against whom the allegation has been made)
 - One student representative nominated by the President of the Students Union

4. Notification of a Hearing

- 4.1 Following any investigation as set out above, if the University considers there are grounds to proceed to a hearing, the student will be required to attend either:
- 4.1.1 a hearing with a subset of the Committee for Student Non-academic Misconduct
 - 4.1.2 a hearing with the full Committee for Student Non-academic Misconduct. The full Committee will normally consider cases of serious misconduct
- 4.2 Within 10 working days of a decision to proceed to a hearing, the University and the student will supply to one another the following:
- a) a summary of relevant information each intends to rely on at the hearing;
 - b) a copy of any relevant documents which each party intends to rely on at the hearing;
 - c) a copy of any relevant witness statements, except where a witness's identity is to be kept confidential, in which case the party will give the other as much information as possible while maintaining confidentiality;
 - d) the names of any witnesses each party intends to call.
- 4.3 Following this exchange of information, the University will estimate the duration of the hearing and may discuss with the student ways in which to manage the time available for the hearing.
- 4.4 The University will give the student written notice of the date, time and place of the hearing once it has been arranged. The hearing will be held as soon as reasonably practicable and normally within a twenty (20) working day period after the discussions in 4.3 above have taken place, alternatively after the information in 4.2 above has been exchanged by the parties.

5. The Hearing

- 5.1 The duration of a hearing will vary from case to case but must be proportionate to the misconduct alleged to have occurred, the facts in dispute and the number of witnesses to be called.
- 5.2 A student must make every effort to attend a hearing. If a student fails to attend without good reason, or is persistently unable to do so (for example for health reasons), the University may take a decision based on the available evidence and without the student's presence at a hearing.
- 5.3 The University will select a person to Chair the hearing. In cases of serious misconduct the Chair of the Committee of Student Non-academic Misconduct may refer the case to a hearing with the Committee of Student Non-academic Misconduct and must do so where a likely outcome is that a student could be suspended, excluded or expelled from the University and/or their award from the University withheld. The Investigator may also be present at the hearing and normally will be present in cases of serious misconduct. The student may bring a companion to the hearing (see 1.1 above).
- 5.4 At the hearing the University will present the allegations against the student and the evidence that has been gathered. The student will be able to respond and present any evidence of their own. The student's companion may make representations and ask questions, but should not answer questions on the student's behalf. The student may confer privately with their companion at any time during the hearing. For hearings with the Committee of Student Non-academic Misconduct, the student may be accompanied by an adviser of their own choice, who may also speak on their behalf.

- 5.5 The student will be given the opportunity to respond to any information given by a witness. The University may recall witnesses as it sees fit. A student will not be permitted to cross-examine witnesses unless, in exceptional circumstances, the University decides that a fair hearing could not otherwise be held or where the likely sanction to be imposed by the University is one of suspension, exclusion or expulsion or withholding their award from the University.
- 5.6 The University may adjourn the hearing if further investigations need to be carried out or for additional witnesses to be called or evidence to be submitted. The student will be given a reasonable opportunity to consider any new information obtained before the hearing is reconvened.

6. Outcome

- 6.1 The University will inform the student in writing of its decision and the reasons for it in an Outcome Letter. The letter will provide information about any sanction(s) imposed and the reasons for this. The letter will also identify the internal appeals procedures and will be sent to the student normally within ten (10) working days after the hearing (or subject to section A.6.5 after an admission if one is made).
- 6.2 The University will inform the person who made the allegation when the process has been concluded and whether a breach in the University Regulations was found to have taken place or not but will not give any information relating to any sanction given.

7. Appeals

- 7.1 A student against whom a penalty is awarded wishing to appeal a decision by the University under these Regulations must do so within ten working days of the date of the Outcome Letter by sending a copy of the completed [Notice of Appeal form](#) to the University, together with a copy of the Outcome Letter.
- 7.2 The University will consider the Notice of Appeal normally within ten working days of it being received to determine whether the grounds raised in the Notice of Appeal meet the eligibility criteria for appeals. It may decide:
 - 7.2.1 That some or all of the issues raised are not eligible for appeal and may refuse the appeal.
 - 7.2.2 That some or all of the issues raised appear to be eligible for an appeal.
- 7.3 Issues which are eligible for appeal and are capable of being decided on the papers (i.e. without an appeal hearing) will be decided and any of the findings set out in section B 7.9 may be made. A hearing must be held for appeals against a sanction of expulsion, suspension, exclusion or withholding.
- 7.4 Any decisions reached by the University under paragraph 7.2 or 7.3 will be provided to the student in writing within five (5) working days of it being made. A Completion of Procedures letter will be provided if the case is concluded and there are no further internal steps to take.
- 7.5 An Appeal Hearing will normally be decided by two members of staff selected from ex-officio members of Senate who have not had any dealings with the case previously. One of the members will be appointed as Chair by the President and Vice-Chancellor. However, the Appeal Hearing against a sanction of expulsion, suspension, exclusion or withholding of an award will be heard by three selected members of Council nominated by the President and Vice-Chancellor of the University, who have not had any dealings with the case previously. The Panel will be serviced by an appropriate senior member of Professional Services staff who has not had any previous involvement with the case.
- 7.6 If an Appeal Hearing is required then the University will inform the student of the date, time and place of the hearing and advise the student that they are entitled to attend in person, and may

choose to be accompanied by an independent adviser from the Students' Union or another member of the University or an adviser of choice in appeals before Council. An Appeal Hearing will normally be held within twenty (20) working days of the notice in paragraph 7.1 above.

7.7 All documentation to be considered by the Appeal Panel at a hearing must be sent to the student normally no less than five (5) working days before the date of the Appeals Panel hearing. The student is strongly advised to attend the Appeal Panel hearing but this may proceed without the student present.

7.8 *Appeal Hearing*

7.8.1 The Appeal Panel may wish to have a private meeting prior to the start of the Appeal Hearing to consider the documentation. After this, at the appointed time, the Chair will invite the student, the student's companion (or representative as stated in B 1.1) (if any) and the person presenting the case for the University to enter the hearing together.

7.8.2 The Chair will:

- welcome the student, introduce those present, explain their roles and the procedure to be followed;
- invite the student to present their case and confirm the grounds of their appeal which are eligible and the outcome which they are seeking;
- invite the person presenting the case for the University to present the University's case and explain the original decision and make any further comments following the student's submission;
- invite the members of the Appeal Panel to question the student and the University representative (the Chair may also ask questions);
- give the student and the University representative an opportunity to make a final statement summarising their respective positions.

7.9 The student, student's companion and the University representative will then leave the hearing. The Appeal Panel will deliberate in private and solely on the basis of the papers before the panel and submissions made on the day.

7.10 An Appeal Panel may decide to uphold an appeal or dismiss an appeal on some or all of the grounds present and in addition it may: -

7.10.1 lower or remove any sanctions imposed;

7.10.2 decide that new issues have arisen which require investigation; decide a re-hearing of the Non-academic Misconduct case is required;

7.10.3 alter or remove any other measures that have been put in place under Section A.4.

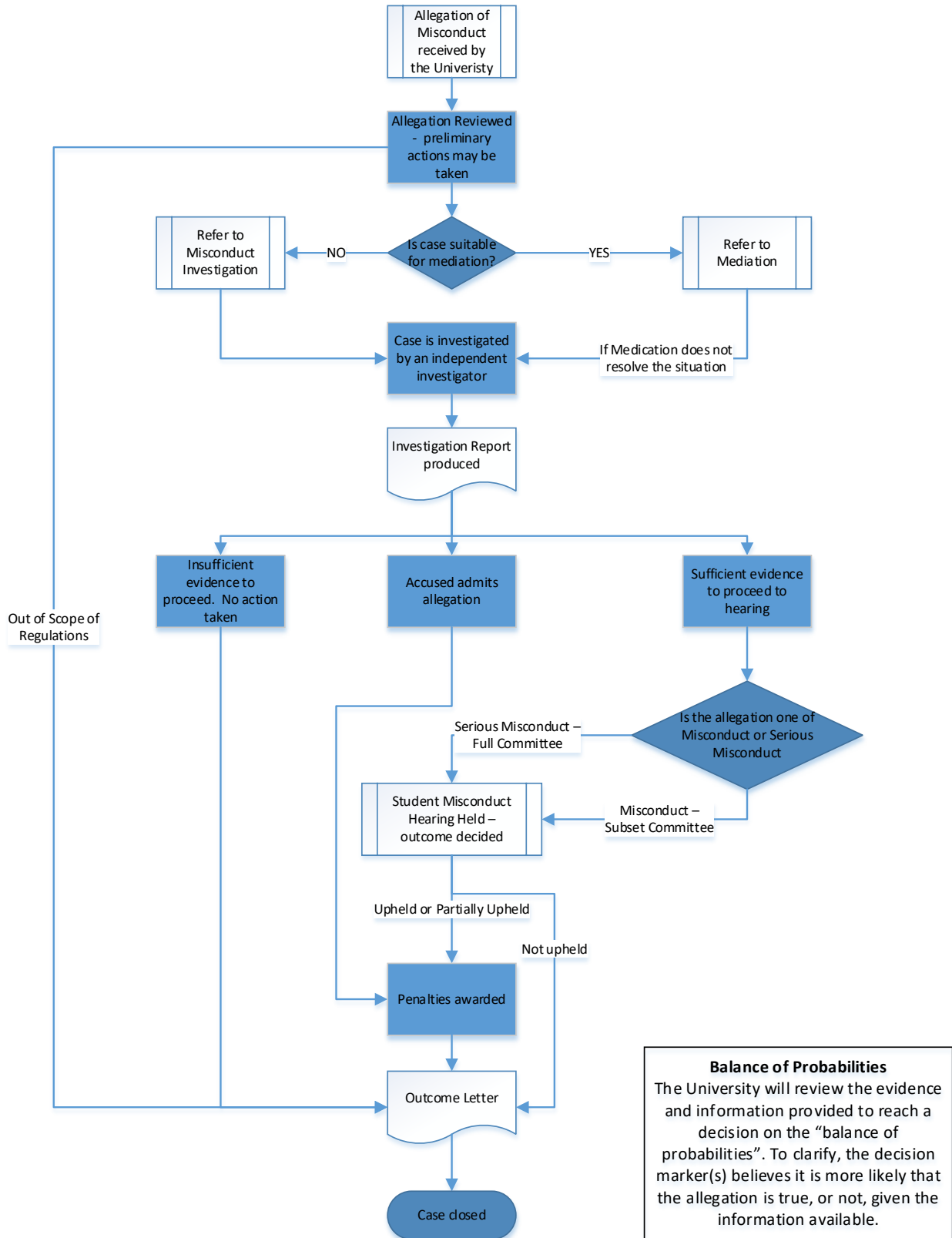
7.11 The decision of the Appeal Panel is final and will be given to the student in writing within five (5) working days of the Appeal Panel reaching a decision and a Completion of Procedures Letter will follow within a further twenty-eight (28) working days.

8. Guidance

8.1 Additional information and guidance can be found on the [Non-academic Misconduct web pages](#).

Appendix A

The Non-academic Misconduct Process: A summary



Balance of Probabilities
 The University will review the evidence and information provided to reach a decision on the “balance of probabilities”. To clarify, the decision marker(s) believes it is more likely that the allegation is true, or not, given the information available.

Appendix B

Example behaviour(s) that shall be treated as a breach of Discipline

The infringements set out below are indicative examples of what could constitute misconduct and can be treated as a breach of the Discipline Regulations which may result in disciplinary action being taken. This is not an exhaustive list.

	Infringements of Student Discipline	Minor	Major
A	Behaviour which may be regarded as a breach of the criminal law.	✘	✓
B	Conduct which raises questions as to whether the student concerned should remain a member of the University Community because he/she poses a risk to other members of the University Community, or to the good order and/or reputation of the University as a whole.	✘	✓
C	Disruption, obstruction, or frustration of the functions, duties or activities of any member of the University Community including causing repeated disruption within designated quiet study zones.	✓	✓
D	Disruption of, or interference with, the academic, administrative, sporting, social or other activities of the University.	✓	✓
E	Breach of the University's Charter, Statutes, Ordinances or Regulations.	✓	✓
F	Unauthorised use of, theft of, or damage to, University property or the property of a member of the University Community.	✓	✓
G	Misuse or unauthorised use of University premises or items of property, including breach of the various University and iSolutions Regulations for use of IT equipment, software and resources.	✓	✓
H	Failure to leave University premises when reasonably required to do so.	✓	✓
I	Breach of the terms of the Codes of Practice and policies on Free Speech, Dignity at Work and Study, Equal Opportunities and such other Codes and policies as the Senate may from time to time designate.	✓	✓
J	Deliberate breaches of the University's Health and Safety policy, associated Faculty Health and Safety policies or Halls of Residence safety policies.	✓	✓
Ki	Violent, indecent, disorderly, threatening, intimidating, defamatory, derogatory, offensive, drunken or otherwise deemed to be inappropriate behaviour and/or language.	✓	✓
Kii	Inappropriate sexual conduct and or harassment.	✘	✓
L	Bullying and/or harassment of any member of the University Community via any means including phone, text, e-mails or internet forums, blogs and social media which includes publishing and sharing offensive material(s) about an individual(s).	✓	✓
M	Possession, use, sale or other trafficking of illegal drugs or controlled substances.	✘	✓
N	Anti-social behaviour that caused or was likely to cause harassment, alarm or distress.	✓	✓
O	Failure to disclose name, ID number, address and Faculty to an officer or employee of the University in circumstances where it is reasonable that such information be given.	✓	✓
P	The making of complaints judged to be vexatious or malicious.	✓	✓
Q	Any action which constitutes a breach of the rules or regulations of the Library, iSolutions, the Halls of Residence, or the Students' Union, and any other such regulations as the University may from time to time approve. Such breaches shall be dealt with in the manner which those regulations or rules specify, or by action under these regulations for student discipline where the Head of the relevant Service or the Chair of the Committee of Discipline considers that appropriate.	✓	✓
R	Conduct which is fraudulent in its nature which is carried out with intent to gain advantage.	✘	✓
S	Failure to comply with a previously-imposed sanction under these Regulations, or under the rules or regulations of the Services referred to in (Q) above.	✘	✓
T	Repetition of Minor and/or Significant offences.	✘	✓
U	Failure to comply with a reasonable instruction relating to discipline issued with the Vice-Chancellor's authority e.g. failing to engage with the Discipline Process including not responding to communications and/or failing to attend Disciplinary Meetings.	✘	✓