

Regulations for Student Conduct

1. Introduction

- 1.1 It is the University's expectation that its Students will treat all members of the University community with respect, including other Students, Staff, visitors and third parties, and those in the local community. There is also an expectation that Students will behave in a way that does not interfere with or cause disruption to the normal operations of the University and its community. Where there is reason to believe that the terms of this Code of Conduct (as listed below) have been breached or when a student's conduct falls below the standards set out in this Code of Conduct, this will be dealt with through the University's Student Disciplinary Procedure. Sanctions against unacceptable behaviour will be applied consistently in the interests of everyone's learning, teaching and social experience.
- 1.2 Enrolling at the University confirms that Students have agreed to comply with this Code of Conduct and the University's Rules, Regulations, Codes, Policies and Procedures. Students are expected to keep themselves familiar with all of the University's Rules, Regulations, Codes, Policies and Procedures relating to their enrolment on their course of study as updated from time to time.
- 1.3 The principles that form the basis of this Code of Conduct are:
- 1.3.1 Students should conduct themselves in an orderly manner in their academic and recreational activities while they attend the University or engage in any University mandated or sponsored activity.
 - 1.3.2 Students are expected to respect and observe the Rules and Regulations (including all Policies, Procedures and Codes) of the University.
 - 1.3.3 Students should respect the rights and privacy of other University members (Staff and Student) or any visitors, contractors of the University or third parties at all times.
- 1.4 'Misconduct' under this Code means activity that in the broadest sense:
- interferes with or prevents the proper functioning of the University or its activities, including the academic, administrative, sporting, social or other activities of the University, whether on University premises or elsewhere;
 - damages the University or its reputation; or
 - obstructs or improperly interferes with, the functions, duties or activities of any Student, member of Staff or other employee of the University or any authorised visitor to the University.

2. Scope of this Code

- 2.1 The University's jurisdiction over Students' conduct is not limited to University premises or solely within academic time and includes Student's use of electronic and digital mediums including social media. This means, for example, that behaviour off campus and during vacations, weekends, evenings, on placements and field trips and other activities may be taken into consideration. It also means that behaviour in a social setting (for example in residences, or on a social media chat room) may have consequences whether or not it takes place during normal University opening hours.
- 2.2 Reference to Student or Students in this Code of Conduct includes all registered Students of the University as defined by the University's Ordinance C1. Local variations may apply where a Student of the University is studying at another institution or is studying at the University whilst visiting from another institution. In all instances, the Student Appeals, Complaints and Discipline Team is able to advise on the local arrangements.

3. Examples of conduct covered by this Code

- 3.1 A Student must not engage in any conduct that is contrary to the standard of conduct expected of Students. This will constitute Misconduct. Misconduct includes, but is not limited to, where a Student is found to be in breach of the following examples of expected conduct:
- 3.1.1 A Student must act within the law and must not engage in conduct that may constitute a criminal offence where such conduct relates to the University or its community or where it damages the good name of the University.
 - 3.1.2 A Student must not engage in any activity or behaviour that is likely to bring the University or any of its Staff, Officers, Students, subsidiaries or trusts into disrepute.
 - 3.1.3 A Student must not engage or attempt to engage, or engage or attempt to draw others, into acts of terrorism or extremism.
 - 3.1.4 A Student must not commit theft, fraud or deliberately falsify records.
 - 3.1.5 A Student must not commit deceit, deception, or dishonesty in relation to the University or its Staff or in connection with holding any office in the University or in relation to being a Student of the University.
 - 3.1.6 A Student must not use, supply or be in possession of illegal drugs, controlled or psychoactive substances.
 - 3.1.7 A Student must not engage in actual or threatened physical violence (including acts of sexual violence).

- 3.1.8 A Student must not engage in unwanted behaviour of a sexual nature. The University regards sexual misconduct as any unwanted conduct of a sexual nature, whether it occurred physically in person or by other means, including phone, email, letter or digital or electronic means, such as social media. It includes the following (whether it is within a sexual or romantic relationship, whether any consent to sexual activity has been given previously and then withdrawn, or whether the behaviour happens physically or virtually):
- (a) making unwanted remarks of a sexual nature;
 - (b) touching inappropriately without consent;
 - (c) kissing without consent;
 - (d) inappropriately showing sexual organs to another person;
 - (e) sharing private sexual materials of another person without consent (e.g., images, videos, voice recordings, text messages, letters, emails);
 - (f) attempting to or engaging in sexual intercourse or a sexual act without consent;
 - (g) repeatedly following another person without good reason;
 - (h) conduct of a sexual nature which creates (or could create) a degrading, intimidating or hostile environment for others, including making unwanted remarks of a sexual nature;
 - (i) arranging or participating in activities or events which may reasonably be assumed to be degrading and humiliating to those who have experienced sexual violence, including inappropriately themed social and initiation events; and / or
 - (j) upskirting.
- 3.1.9 A Student must not engage in bullying, intimidating or aggressive behaviour.
- 3.1.10 A Student must not engage in conduct which is harassment or discrimination on any grounds.
- 3.1.11 A Student must not organise or conduct an initiation as part of the activities, or joining of, a University sports club or society.
- 3.1.12 A Student must not deliberately, negligently, or maliciously provide false or misleading information to the University including information regarding academic attainment, relevant to the determination of fee

status or withhold relevant information regarding previous unspent criminal convictions or ongoing investigations.

- 3.1.13 A Student must not engage in conduct which significantly or repeatedly disrupts or obstructs, or is likely to disrupt or obstruct, any member of the University in the performance of their duties. This includes Students who are under the influence of drink or drugs during academic activities.
- 3.1.14 A Student must not disregard rules or reasonable instructions given by the University.
- 3.1.15 A Student must not misuse the internet, intranet, social media, and email facilities in breach of the University's Regulations for the Use of IT Facilities and Systems, the Social Media Policy or any other relevant policy.
- 3.1.16 A Student must not unreasonably repeatedly send communications about the same or similar subject matter to a member of the University.
- 3.1.17 A Student must not submit malicious or vexatious reports, complaints, or evidence under the University's Policies or Procedures. This includes making allegations that they know to be untrue, creation of persistent, unwarranted reports and/or refusing to accept any reasonable decisions arising from the application of the University's Policies or Procedures.
- 3.1.18 A Student must not remove without authorisation, misuse, abuse, damage or deface property owned or controlled by the University or property belonging to another member of the University, a visitor or contractor, including intellectual property, intentionally or recklessly, or the misappropriation of that property.
- 3.1.19 A Student must not engage in conduct or attempt to engage in conduct which breaches the health and safety rules e.g., tampering with fire safety equipment.
- 3.1.20 A Student must not attempt to access or interfere with the security, integrity, or privacy of any files (including electronic data) or confidential material held by the University, its Staff, other Students, visitors, or contractors.
- 3.1.21 A Student must not do anything or neglect to do something which creates a fire risk or in any way puts the health and safety of others or property at risk.
- 3.1.22 A Student must have proper regard for their neighbours in the local community, including following the University's Local Neighbourhood Guidance. This includes conduct when living in University Halls, Halls operated by other providers and private accommodation. A Student must ensure that they and their guests behave considerately in order to maintain the good reputation of the University. Where Students share

accommodation, the responsibility is both an individual and a collective one.

- 3.1.23 A Student must avoid creating unreasonable noise at a level which interferes with the comfort, study or sleep of other Students, or neighbouring properties.
 - 3.1.24 A Student must not at any time bring any firearm (including ball-bearing gun and air rifles), bladed article or any other weapon on to University property or Halls of Residence. This restriction also applies whether or not the firearm or weapon is licensed, and it also applies to imitation or replica firearms and weapons. A Student must not bring any other item onto University property or Halls of Residence which could be used as an offensive weapon unless they have a valid and lawful reason for having it in their possession.
 - 3.1.25 A Student must not refuse to provide their name or surrender their Student ID card or another form of ID to a member of University Staff when reasonably requested to do so and a Student must not allow another person to use their name or Student ID card.
 - 3.1.26 A Student must attend any compulsory meetings they are called to or comply with any previously imposed penalty, requirement or undertaking under the University's Rules, Regulations, Policies and Procedures.
 - 3.1.27 A Student must not breach the University's Freedom of Speech: Code Of Practice or its Procedures in relation to meetings or events and other activities organised on any University controlled premises under s.43 (2) of the Education (No.2) Act 1986 or any other Regulation which covers these breaches.
 - 3.1.28 A breach of a Student's obligations under the Residency Agreement is a breach of this Code of Conduct.
- 3.2 Students in Halls of Residence are responsible for the behaviour of their guests, and the Student may be found to have breached the Code of Conduct if their guest acts in a manner which breaches the University's Code of Conduct.
- 3.3 The above applies to all Students of the University, whether in person, via social media, email, or other online platforms, or by any other means.

4. **Sexual Misconduct**

- 4.1 In relation to allegations of sexual misconduct the following conduct will also be considered as a breach of this Code:
 - 4.1.1 ***Coercive or Controlling Behaviour*** is defined as any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence, or abuse between those who are, or have been, intimate partners or family

members regardless of gender or sexuality. This can include, but is not limited to, psychological, physical, sexual, financial and/or emotional abuse.

- 4.1.2 **Complicity** is any act that knowingly helps, promotes, or encourages any form of sexual misconduct by another individual.
- 4.1.3 **Retaliation** may constitute any words or actions, including intimidation, threats, or coercion, made in response to disclosures or reports made under the University's Student Disciplinary Procedure by any individual, including both the Responding Party (as defined within the Student Disciplinary Procedure) and the Reporting Party (as defined within the Student Disciplinary Procedure), as well as witnesses, friends, or relatives.
- 4.1.4 **Coercion or force** includes any physical or emotional harm or threat of physical or emotional harm which would reasonably place an individual in fear of immediate or future harm, with the result that the individual is compelled to engage in a sexual act.

- 4.2 The University recognises that there are potentially additional types of behaviour that will constitute a breach of this Code and which will, therefore, need to be considered under the relevant internal Student Disciplinary Procedure.

5. **Bullying and Harassment**

- 5.1 Bullying may be characterised as offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means intended to undermine, humiliate, denigrate, or injure the recipient.
- 5.2 Harassment is unwanted conduct which causes an individual to experience alarm or distress. It may be making discriminatory or offensive statements or behaviour relating to an individual's (actual or perceived) age, sex, race, ethnic or national origin, disability, religion or belief, sexual orientation, gender reassignment, or any other personal characteristic. It may be persistent behaviour or a single isolated incident. The key is that the actions or comments could reasonably be viewed as being hostile or intimidating, demeaning and unacceptable to the individual, and likely to cause them alarm or distress. Students can be subject to harassment and thus have a right to make a complaint even if the harassing behaviour is not directed at them personally, but instead at another Student or member of Staff. Harassment may have either the purpose or the effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.
- 5.3 It is recognised that differences in attitude, background and culture can often mean that what is perceived by one individual as bullying or harassment may not necessarily be perceived in the same way by another.

5.4 It should be noted, therefore, that when deciding whether bullying or harassment has occurred, the impact on the individual and whether the behaviour is unacceptable by normal standards will be the focus, rather than motive or intent. Bullying or harassment can be verbal or non-verbal and can include hate crimes. The following list of examples is not intended to be exhaustive:

- 5.4.1 Verbal abuse.
- 5.4.2 Insulting behaviour or personal insults.
- 5.4.3 Sexist jokes, racist jokes, or jokes about an individual's sexual orientation, disability, religion, beliefs, or age (actual or perceived).
- 5.4.4 Behaviour which incites racial hatred, such as displaying an insignia or badge associated with racist groups.
- 5.4.5 Offensive written or computer-generated material, including the use of social media or email.
- 5.4.6 Unreasonable, unfair, or offensive behaviour relating to an individual's disabilities or mischievous interference with personal aids or equipment.
- 5.4.7 Unwanted physical contact ranging from touching to serious assault.
- 5.4.8 Leering and offensive gestures.
- 5.4.9 Display or circulation of sexually suggestive or racially abusive material.
- 5.4.10 Coercive or menacing behaviour which interferes with dignity and privacy or which undermines an individual's self-confidence.
- 5.4.11 Asserting a position of seniority in an aggressive, abusive, or offensive manner, e.g., inappropriate, or derogatory remarks made in connection with performance of duties or responsibilities.
- 5.4.12 Intrusion by pestering, spying, or stalking.
- 5.4.13 Ridicule, isolation or exclusion from everyday social interaction or activities.

6. **Online Bullying & Harassment**

6.1 Bullying and harassment can be conducted by digital, electronic, and online media, and examples of this behaviour could include:

- 6.1.1 Cyberstalking; or repeated and deliberate use of the internet and other electronic communications tools to engage in persistent, unwanted communication intending to frighten, intimidate or harass someone, or to spy on someone.

- 6.1.2 Sending or posting harmful, untrue, or cruel statements about a person to other people.
 - 6.1.3 Sharing someone else's personal information without their permission.
 - 6.1.4 Purposeful isolation of individuals from online communications with others in a network.
 - 6.1.5 Pretending to be someone else online.
 - 6.1.6 Engaging in tricks to solicit personal information that is then made public, often to blackmail the individual.
 - 6.1.7 Sending or posting deliberately inflammatory, inappropriate, or controversial messages or comments on the internet in order to upset and provoke responses from other internet users.
 - 6.1.8 'Virtual mobbing', or where a person tries to attract attention to someone else by getting other people to bully a person, for example where large numbers of people are encouraged to target one individual with numerous messages or by using hashtags to encourage other people to join in.
 - 6.1.9 Image-based sexual abuse; or online disclosure of sexual or intimate photos or videos, without the consent of the person pictured.
 - 6.1.10 The exchange of online sexual image or videos. This is illegal for under-18s. Where sexual photos or videos of adults are shared online between adults (that is, over 18s) without permission of those involved, this is usually classified as 'revenge porn'.
 - 6.1.11 'Up skirting' or filming or photographing under a person's clothes without their consent to capture images of their body or underwear.
- 6.2 Any difficulty in defining bullying or harassment should not deter a Student from seeking support or complaining of behaviour which causes them distress. They should also not be deterred because of embarrassment or fear of intimidation. The University will respect the sensitivity of complaints of bullying or harassment and their consequences and will treat any complaint confidentiality in accordance with its policies and in line with the provisions of the Data Protection Act. Complaints will not normally be taken further than the complainant wishes.

7. Off-Campus Bullying & Harassment

- 7.1 Students are expected to behave in a respectful manner towards each other both on and off the University's campus. Incidents of off-campus bullying or harassment, including those that take place online via social networks, etc., will be treated as seriously as those committed within the University's precincts.

8. Levels of Misconduct

- 8.1 The University has formal Student Disciplinary Procedures that are followed in cases where Students are alleged to have breached this Code of Conduct and these Procedures can lead to expulsion, suspension, restrictions, fines, and formal reprimands depending on the severity of the breach. The behaviours described may also come within other Procedures such as the University's Harassment and Bullying Procedure, the Student Academic Engagement and Fitness to Study Policy, the Rules for the Use of the University Library, and the Regulations for the Use of IT Facilities and Systems. When considering what action to take against a Student the University will consider the severity of the breach, impact on other Students and Staff and any previous incidents of Misconduct. Students are also expected to exhibit appropriate standards of behaviour when undertaking placements or as part of a professionally accredited course.
- 8.2 The University is committed to supporting Students who experience any kind of inappropriate behaviour or challenging times at University.
- 8.3 The University's Student Disciplinary Procedure categorises Misconduct by consideration of its severity. There are a range of sanctions that may be applied based on the category of Misconduct. When aggravating factors are present, the category of Misconduct may be increased and therefore subject to more severe sanctions.
- 8.4 'Level 1 Misconduct' will usually involve allegations of Student Misconduct which, whilst serious in nature, do not seriously affect or cause serious damage to the University, its academic reputation or its Staff or Students, visitors or other third parties. Level 1 Misconduct is considered less serious in nature but will warrant formal investigation and possible sanction.
- 8.5 'Level 2 Misconduct' will usually involve allegations of Student Misconduct that either do or have the potential to seriously affect or cause serious damage to the University, its reputation or to its Staff and Students, visitors or other third parties. Level 2 Misconduct is considered more serious in nature and warrants investigation and possible sanction by a Student Disciplinary Committee Hearing. Sanctions for Level 2 Misconduct include exclusion from the University and other sanctions that may have an impact on a Student's academic progress.
- 8.6 Level 2 Misconduct may also include instances where Level 1 Student Misconduct is frequent or repeated or the Student fails to comply with disciplinary decisions or sanctions previously reached at lower levels or fails to comply with the terms of a precautionary measure.
- 8.7 Specific procedures for Misconduct are outlined in the University's Student Disciplinary Procedure.