## Minor Disciplinary offences and possible sanctions

<table>
<thead>
<tr>
<th>Minor offence</th>
<th>Examples of unacceptable behaviour</th>
<th>Possible sanctions</th>
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<tbody>
<tr>
<td><strong>Physical Misconduct</strong></td>
<td>Physical assault such as: punching, kicking, elbowing, slapping, kneeing, poking, striking with an object, pushing, shoving, tripping up, grabbing, or pulling hair.</td>
<td>Letter of apology&lt;br&gt;Suspension or exclusion&lt;br&gt;Referral to Police</td>
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<tr>
<td><strong>Damage to property</strong></td>
<td>Causing minor material damage to:&lt;br&gt;• University building&lt;br&gt;• University equipment&lt;br&gt;• the property of others</td>
<td>Written warning&lt;br&gt;Fine&lt;br&gt;Suspension</td>
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<tr>
<td><strong>Creating a disturbance</strong></td>
<td>• Rowdy behaviour on campus&lt;br&gt;• Making excessive noise&lt;br&gt;• Blocking a right of way on campus</td>
<td>Written warning&lt;br&gt;Letter of apology</td>
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<td><strong>Harassment</strong></td>
<td>A single incidence of:&lt;br&gt;• Actions or words that cause harassment, alarm or distress&lt;br&gt;• Bullying&lt;br&gt;• Stalking&lt;br&gt;• Abusing individuals via social media&lt;br&gt;• Threat of violence towards another</td>
<td>Written warning&lt;br&gt;Letter of apology&lt;br&gt;Referral to Police</td>
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<tr>
<td><strong>Breach of IT regulations</strong></td>
<td>• Use of University IT facilities to access inappropriate websites&lt;br&gt;• Installing prohibited software on University computing equipment&lt;br&gt;• Hacking University systems</td>
<td>Written warning&lt;br&gt;Fine&lt;br&gt;Suspension or exclusion</td>
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<td><strong>Operational obstruction</strong></td>
<td>• Making false declarations to the University&lt;br&gt;• Disrupting the administrative functions of the University&lt;br&gt;• Preventing a University officer from undertaking their duties&lt;br&gt;• Non-attendance at a discipline meeting or hearing&lt;br&gt;• Unauthorised entry onto University property&lt;br&gt;• Unauthorised use of University premises&lt;br&gt;• Failing to comply with any University regulation</td>
<td>Written warning&lt;br&gt;Fine&lt;br&gt;Suspension or exclusion</td>
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<tr>
<td><strong>Breach of health and safety rules</strong></td>
<td>• Smoking in a University building&lt;br&gt;• Setting off a fire alarm</td>
<td>Written warning&lt;br&gt;Fine&lt;br&gt;Suspension or exclusion</td>
</tr>
<tr>
<td><strong>Bringing the University into disrepute</strong></td>
<td>• Brawling in a public place&lt;br&gt;• Abusing or mistreating members of the public&lt;br&gt;• Repeatedly disturbing a neighbour in the wider community</td>
<td>Written warning&lt;br&gt;Letter of apology&lt;br&gt;Payment of compensation&lt;br&gt;Fine&lt;br&gt;Suspension or exclusion</td>
</tr>
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</table>
### Major Disciplinary offences and possible sanctions

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<tr>
<th>Major Misconduct offences</th>
<th>Examples of unacceptable behaviour</th>
<th>Examples of sanctions</th>
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| **Physical misconduct**   | • Injury is sustained by a third party  
  • Choking or strangulation  
  • Stamping on any part of the body  
  • Sustained attack against one or more persons  
  • Biting  
  • Domestic related incidents | Letter of apology  
  Suspension or exclusion  
  Referral to Police |
| **Significant Damage to Property** | Causing significant material damage to:  
  • a University building  
  • University Equipment  
  • the property of others | Written Warning  
  Fine /Cost of repair  
  Suspension or exclusion  
  Referral to Police  
  Alternative Resolution |
| **Operational Obstruction** | • Making false declaration to the university  
  • Failure to disclose a relevant criminal conviction such as:  
  • ABH  
  • Drugs supply  
  • Firearms offences  
  • Sex offense  
  • Terrorism | Written Warning  
  Suspension  
  Referral to Police |
| **Serious Breach of Health and safety rules** | • Setting off a fire extinguisher without due cause  
  • Removing a fire extinguisher  
  • Disabling fire safety devices such as smoke detectors or fire alarm systems  
  • Any act or omission that did cause or could of caused serious harm on University premises or during University activities | Written Warning  
  Fine  
  Suspension or exclusion or partial exclusion  
  Referral to Police |
| **Harassment** | • Persistent harassment when already given a warning by the recipient, staff member or police  
  • Stalking  
  • Bullying that is repeated, health harming mistreatment of one or more persons  
  • Any conduct that is threatening, humiliating or intimidating  
  • Any conduct that significantly interferes with a person’s study or work  
  • Sabotaging a person’s work or studies  
  • Abusing individual/s or the University itself via social media  
  • Threatening violence against another  
  • Posting or distributing inappropriate materials on the University premises | Written warning  
  Letter of apology  
  Fine  
  Suspension or exclusion  
  Referral to Police |
| **Hate Crime** | A crime committed against a person or persons | Letter of apology |
## Major Disciplinary offences and possible sanctions

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<tr>
<th>Offence</th>
<th>Motivation</th>
<th>Possible Sanctions</th>
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| **Sexual misconduct**                                                  | • Sexual assault - any sexual contact or behaviour without consent of the recipient  
• Sharing private sexual images without consent  
• Inappropriately displaying sexual organs  
• Voyeurism                                                                | Suspension or exclusion  
Referral to Police                                                             |
| **Possession of a controlled substance**                              | • Possession of any controlled substance (category A, B or C) as listed under the misuse of drugs Act 1971 | Written Warning  
Fine  
Suspension or exclusion  
Referral to Police                                                             |
| **Supplying a controlled drug or psychoactive substance**              | • Supplying any controlled substance (category A, B or C) as listed under the misuse of drugs act 1971  
• Supplying a psychoactive substance as per the Psychoactive Substance Act 2016 | Fine  
Suspension or exclusion  
Referral to Police                                                             |
| **Possession of a firearm or offensive weapon on University property** | • Keeping a firearm or offensive weapon in your room  
• Carrying a firearm or offensive weapon on campus  
• Failing to surrender a firearm or offensive weapon to a member of University staff | Written warning  
Fine  
Suspension or exclusion  
Referral to Police                                                             |
| **Terrorism**                                                          | • Attempts to radicalise, recruit or incite individuals into acts of terrorism | Referral to Police                                                               |