## Minor Disciplinary offences and possible sanctions

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

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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 | Compulsory 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  
Compulsory letter of apology  
Fine  
Suspension or exclusion  
Referral to Police |
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| Hate Crime                | A crime committed against a person or persons motivated by racial, sexual, or other prejudice | Compulsory letter of apology  
Suspension or exclusion  
Referral to Police |
| 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 | Compulsory attendance at workshop  
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 |