

## **NON-ACADEMIC MISCONDUCT GUIDANCE**

As members of the King's community, students are expected to adhere to the regulations, procedures and policies of the College, to show respect for the persons within and for the property of the King's community, and to behave in a way that does not interfere with the proper functioning or activities of the College. Where there is reason to believe that the behaviour of a student falls below the expected standards, as set out below, and/or where regulations, procedures, and/or policies have been broken, as outlined below, the Misconduct Procedure will be instigated. The Procedure extends to alleged misconduct by a student occurring on or off College premises (including via electronic means, such as email and social media and online teaching such as lectures and seminars) where the alleged victim is the College itself, a member of the King's community, or a visitor to King's.

Please note that the examples of unacceptable behaviour listed below are not exhaustive. The university can bring action in relation to other unacceptable behaviour. Additionally, the indication of the sanctions which may be applied if certain behaviour is found to have taken place is illustrative only. King's will consider any mitigating and aggravating factors when determining a penalty. Such factors include, but are not limited to, elements of discrimination, instances of previous misconduct, and mitigating circumstances occurring at the time of the alleged incident. A full list of the sanctions which may be imposed is set out in the [Misconduct Regulations](#).

<b>Disciplinary Offence</b>	<b>Examples of Unacceptable Behaviour</b>	<b>Examples of Sanctions</b>
<b>Physical Misconduct</b>	<ul style="list-style-type: none"> <li>- Punching</li> <li>- Kicking</li> <li>- Slapping</li> <li>- Pulling hair</li> <li>- Biting</li> <li>- Spitting</li> </ul>	<ul style="list-style-type: none"> <li>- Expulsion</li> <li>- Suspension</li> <li>- Conditions for the continuation of student status</li> <li>- Formal warning</li> <li>- Written apology</li> </ul>
	<ul style="list-style-type: none"> <li>- Pushing</li> <li>- Shoving</li> </ul>	<ul style="list-style-type: none"> <li>- Conditions for the continuation of student status</li> <li>- Formal warning</li> <li>- Written apology</li> </ul>

Disciplinary Offence	Examples of Unacceptable Behaviour	Examples of Sanctions
<b>Sexual Misconduct</b>	<ul style="list-style-type: none"> <li>- Engaging in any kind of sexual act without consent</li> <li>- Sharing private sexual materials of another person without consent</li> <li>- Kissing without consent</li> <li>- Touching through clothes without consent</li> <li>- Inappropriately showing sexual organs to another person</li> <li>- Repeatedly following another person without good reason</li> <li>- Making inappropriate or unwanted remarks of a sexual nature</li> <li>- Sharing inappropriate images online</li> </ul>	<ul style="list-style-type: none"> <li>- Expulsion</li> <li>- Suspension</li> <li>- Conditions for the continuation of student status</li> <li>- Formal warning</li> <li>- Written apology</li> </ul>

Disciplinary Offence	Examples of Unacceptable Behaviour	Examples of Sanctions
<b>Offensive or Abusive Behaviour</b>	<ul style="list-style-type: none"> <li>- Threats to hurt another person</li> <li>- Abusive comments relating to an individual's protected characteristics</li> <li>- Acting in an intimidating and hostile manner</li> <li>- Repeatedly following another person without good reason</li> </ul>	<ul style="list-style-type: none"> <li>- Expulsion</li> <li>- Suspension</li> <li>- Conditions for the continuation of student status</li> <li>- Formal warning</li> <li>- Written apology</li> </ul>
	<ul style="list-style-type: none"> <li>- Use of inappropriate language</li> <li>- Repeatedly contacting another person (by phone, email, text, on social media or other online platform or through a third party) against the wishes of the other person</li> <li>- Distributing or publishing a poster, image, video, notice, sign or any other matter, which is offensive, intimidating, threatening, indecent or illegal</li> <li>- Taking a photograph of a student or employee of King's, or a visitor to King's, and distributing or publishing this image without permission</li> </ul>	<ul style="list-style-type: none"> <li>- Conditions for the continuation of student status</li> <li>- Written warning</li> <li>- Formal apology</li> </ul>

	<ul style="list-style-type: none"> <li>- Distributing or publishing an existing photograph of a student or employee of King's, or a visitor to King's, without permission</li> <li>- Filming/recording of a student or employee of King's, or visitor to King's, and distributing or publishing the footage without permission.</li> </ul>	
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<b>Disciplinary Offence</b>	<b>Examples of Unacceptable Behaviour</b>	<b>Examples of Sanctions</b>
<b>Damage to Property</b>	<ul style="list-style-type: none"> <li>- Causing significant damage to King's property, or the property of students or employees of King's, or visitors to King's</li> </ul>	<ul style="list-style-type: none"> <li>- Suspension</li> <li>- Conditions for the continuation of student status</li> <li>- Compensation for damage caused</li> </ul>
	<ul style="list-style-type: none"> <li>- Causing minor damage to King's property, or the property of students or employees of King's, or visitors to King's</li> </ul>	<ul style="list-style-type: none"> <li>- Compensation for damage caused</li> <li>- Formal warning</li> <li>- Written apology</li> </ul>

<b>Disciplinary Offence</b>	<b>Examples of Unacceptable Behaviour</b>	<b>Examples of Sanctions</b>
<b>Unauthorised Taking or Use of Property</b>	<ul style="list-style-type: none"> <li>- Unauthorised entry onto or unauthorised use of King's property</li> <li>- Taking property belonging to another without permission</li> </ul>	<ul style="list-style-type: none"> <li>- Suspension</li> <li>- Conditions for the continuation of student study</li> <li>- Compensation for damage caused</li> </ul>
	<ul style="list-style-type: none"> <li>- Misuse of King's property (for example, computers and laboratory equipment)</li> </ul>	<ul style="list-style-type: none"> <li>- Compensation for damage caused</li> <li>- Formal warning</li> <li>- Written apology</li> </ul>

Disciplinary Offence	Examples of Unacceptable Behaviour	Examples of Sanctions
<b>Causing a Health and Safety Concern/Issue</b>	<ul style="list-style-type: none"> <li>- Act/omission that did cause, or could have caused, serious harm on King’s premises or during King’s activities, for example               <ul style="list-style-type: none"> <li>i. disabling fire extinguishers, or possessing/supplying controlled drugs</li> <li>ii. persistent failure to observe institutional guidance on safe distancing, one-way systems, and designated entrances and exits</li> <li>iii. persistent failure to wear a face covering inside King’s buildings (unless exempt)</li> <li>iv. intentionally coughing, spitting or sneezing on a member of the King’s community</li> <li>v. coming to campus when it is not safe to do so (e.g. where you or a member of your household may have COVID-19 symptoms, or where you are required to self-isolate following international travel)</li> <li>vi. failing to report self-isolation, particularly in cases where you have been on campus in the preceding 48 hours</li> <li>vii. failure to self isolate as required by government guidance on – for example – international travel and/or local lockdowns</li> <li>viii. persistent failure to adhere to King’s Residences Health &amp; Safety Guidelines</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>- Expulsion</li> <li>- Suspension</li> <li>- Conditions for continuation of student status</li> <li>- Compensation for damage caused</li> <li>- Exclusion</li> <li>- Formal warning</li> </ul>
	<p>Act/omission that did cause, or could have caused, a health and safety concern on King’s premises or during King’s activities (for example, smoking cigarettes in non-designated areas)</p>	<ul style="list-style-type: none"> <li>- Compensation for damage caused</li> <li>- Formal warning</li> <li>- Written apology</li> </ul>

Disciplinary Offence	Examples of Unacceptable Behaviour	Examples of Sanctions
<b>Operational Obstruction</b>	<ul style="list-style-type: none"> <li>- Act/omission/statement intended to deceive King's</li> <li>- Disruption of the activities of King's (including academic, administrative, sporting and social) on King's premises, online or elsewhere</li> <li>- Disruption of the functions, duties or activities of any student or employee of King's, or any visitor to King's</li> </ul>	<ul style="list-style-type: none"> <li>- Expulsion</li> <li>- Suspension</li> <li>- Conditions for the continuation of student status</li> <li>- Compensation for damage caused</li> </ul>
	<ul style="list-style-type: none"> <li>- Improper interference with the activities of King's (including academic, administrative and social) on King's premises, online or elsewhere</li> <li>- Improper interference with the functions, duties or activities of any student or employee of King's, or any visitor to King's</li> </ul>	<ul style="list-style-type: none"> <li>- Conditions for the continuation of student status</li> <li>- Compensation for damage caused</li> <li>- Formal warning</li> <li>- Written apology</li> <li>- Fine</li> </ul>

Disciplinary Offence	Examples of Unacceptable Behaviour	Examples of Sanctions
<b>Reputational Damage</b>	<ul style="list-style-type: none"> <li>- Behaviour that did cause, or could have caused, serious damage to the reputation of King's</li> </ul>	<ul style="list-style-type: none"> <li>- Expulsion</li> <li>- Suspension</li> <li>- Conditions for the continuation of student status</li> </ul>
	<ul style="list-style-type: none"> <li>- Behaviour that did damage, or could have damaged, the reputation of King's</li> </ul>	<ul style="list-style-type: none"> <li>- Formal warning</li> <li>- Written apology</li> <li>- Fine</li> </ul>

Disciplinary Offence	Examples of Unacceptable Behaviour	Examples of Sanctions
<b>Commission of a Criminal Offence</b>	<ul style="list-style-type: none"> <li>- Behaviour which constitutes a criminal offence, committed whilst on King's premises</li> <li>- Behaviour which constitutes a criminal offence, committed whilst engaged in King's activities</li> <li>- Behaviour which constitutes a criminal offence, which affects the functions, duties or activities of any student or employee of King's, or any visitor to King's</li> <li>- Behaviour which constitutes a criminal offence, which damages the reputation of King's</li> <li>- Behaviour which constitutes a criminal offence, which itself constitutes misconduct within the terms of this Guidance document</li> <li>- Behaviour which is an offence of dishonesty, where the student holds an office of responsibility at King's</li> <li>- Failure to disclose a breach of the law/criminal conviction</li> </ul>	<ul style="list-style-type: none"> <li>- Expulsion</li> <li>- Suspension</li> <li>- Conditions for continuation of student status</li> <li>- Formal warning</li> </ul>

Disciplinary Offence	Examples of Unacceptable Behaviour	Examples of Sanctions
<b>Regulatory/Procedural Breach</b>	<ul style="list-style-type: none"> <li>- Behaviour which has breached another King's Regulation, Procedure or Policy (for example, the Residences Discipline Policy or the IT Acceptable Use Policy)</li> <li>- Failure to comply with a previously-imposed penalty (other than non-payment of a fine)</li> </ul>	<ul style="list-style-type: none"> <li>- Expulsion</li> <li>- Suspension</li> <li>- Conditions for the continuation of student status</li> <li>- Compensation for damage caused</li> <li>- Formal warning</li> <li>- Written apology</li> <li>- Fine</li> </ul>