

## Student Behaviour and Discipline

Queen Mary prides itself on being a diverse and forward thinking university. As such, we expect the highest standards of behaviour, both personal and professional, from our students. Each one of you is obliged to treat your fellow students, Queen Mary staff, and the University as an institution with the respect and dignity they deserve. These obligations are partly driven by UK laws, such as the [Equality Act 2010](#), which feed into the standards expected of you, but really, it is just about treating people properly.

Student behaviour at Queen Mary is governed by the [Code of Student Discipline](#). This document is a short introduction to the Code, and lays out examples of unacceptable behaviours covered by the Code, and examples of the penalties that may be applied if a breach is found to have occurred. It is a living document – the behaviours listed are not exhaustive and may be added to over time. It is crucial to understand that a breach of any Queen Mary regulation, rule, or policy – the Queen Mary [Covid Code](#), for example – falls under the Code of Student Discipline. Your behaviour needs to meet the standards and values outlined there at all times.

If you feel a member of the Queen Mary community has behaved in a way that falls below these standards, the best first step is to visit our [Report + Support](#) page. There you will find all of the information you need to access internal and external support, and a portal for reporting the behaviour for further action. If you have experienced anything that has made you feel uncomfortable you can report it, either anonymously or with contact details. Reports will be treated with the utmost confidentiality and sensitivity, and at any time you may withdraw the report should you choose to do so.

Note that the definitions and examples provided on this page are for illustrative purposes only and are not a definitive list; there is often an overlap between definitions and an example of misconduct could fall under several categories. Penalties are only indicative and will be specific to each case; those listed are only the most common. Multiple penalties may be applied, and repeated offences are likely to result in more severe penalties.

Be particularly aware of online behaviours and consider what is and is not appropriate. This includes both the delivery of online taught content and social interactions. Please read our [Netiquette for Students](#) guide to understand our expectations.

It is really important to understand that behaviours that may be a breach of the Code are always looked at on individual basis; whether and how cases are progressed and which penalties - if any - are applied, is always dependent on the circumstances of the individual case. Additionally, this document does not cover academic misconduct (misconduct in assessment), which is covered by a [separate policy](#).

We hope that you never need to refer to the Code of Student Discipline during your time at Queen Mary, but please read this document carefully and follow the guidance so that you are aware of the standards of behaviour expected from you and from others while studying with us.

## Conduct related to people

### Disciplinary offence

#### Physical misconduct, which may include:

- Bullying
- Harassment
- Hate crimes
- Domestic violence

### Examples of unacceptable behaviour

- ♦ Punching
- ♦ Kicking
- ♦ Slapping
- ♦ Pulling hair
- ♦ Biting
- ♦ Using or possessing any offensive weapon

- ♦ Pushing
- ♦ Shoving

### Examples of sanctions

- ♦ Expulsion from Queen Mary
- ♦ Suspension from Queen Mary
- ♦ Restrictions and conditions
- ♦ Financial penalty/compensation
- ♦ Written apology

- ♦ Restrictions and conditions
- ♦ Compulsory service
- ♦ Financial penalty/compensation
- ♦ Formal warning
- ♦ Written apology

#### Sexual misconduct, which may include:

- Sexual harassment
- Relationship abuse
- Familial abuse
- Domestic abuse
- Stalking

- ♦ Sex or sex acts without consent, or after consent has been withdrawn
- ♦ Attempting sex or sex acts without consent
- ♦ Sharing private sexual materials (of any kind) of another person without consent
- ♦ Kissing without consent
- ♦ Touching inappropriately through clothes without consent
- ♦ Inappropriately showing sexual organs to another person
- ♦ Repeatedly following another person without good reason
- ♦ Making unwanted remarks of a sexual nature

- ♦ Expulsion from Queen Mary
- ♦ Suspension from Queen Mary
- ♦ Restrictions and conditions
- ♦ Financial penalty/compensation
- ♦ Formal warning
- ♦ Written apology

#### Abusive behaviour, which may include:

- Verbal abuse
- Emotional abuse
- Physical abuse
- Coercive behaviour
- Online behaviours

- ♦ Threats to hurt another person
- ♦ Acting in a coercive, controlling, or manipulative manner, such as gaslighting
- ♦ Abusive comments relating to sex, sexual orientation, religion or belief (or lack thereof), race, pregnancy/maternity, marriage/civil partnership, gender reassignment, disability or age
- ♦ Repeatedly following another person without good reason
- ♦ Acting in an intimidating and hostile manner

- ♦ Use of abusive language (whether in person or in writing, including online, in teaching sessions, and in chat groups)
- ♦ Repeatedly contacting another person (by phone, email, text, or on social networking sites) against the wishes of the other person

- ♦ Expulsion from Queen Mary
- ♦ Suspension from Queen Mary
- ♦ Restrictions and conditions
- ♦ Financial penalty/compensation
- ♦ Formal warning
- ♦ Written apology

- ♦ Restrictions and conditions
- ♦ Compulsory service
- ♦ Financial penalty/compensation
- ♦ Formal warning
- ♦ Written apology

## Property

### Disciplinary offence

### Examples of unacceptable behaviour

### Examples of sanctions

#### Damage to property

- ◆ Causing significant damage to Queen Mary property or the property of students or employees of Queen Mary, or of visitors to Queen Mary
- ◆ Acts or omissions that breach ethical standards related to animal welfare

- ◆ Expulsion from Queen Mary
- ◆ Suspension from Queen Mary
- ◆ Restrictions and conditions
- ◆ Compulsory service
- ◆ Financial penalty/compensation
- ◆ Formal warning
- ◆ Written apology

- ◆ Causing minor damage to Queen Mary property or the property of students or employees of Queen Mary, or of visitors to Queen Mary

- ◆ Restrictions and conditions
- ◆ Compulsory service
- ◆ Financial penalty/compensation
- ◆ Formal warning
- ◆ Written apology

#### Unauthorised removal or use of property

- ◆ Theft
- ◆ Unauthorised entry to or unauthorised use of Queen Mary premises
- ◆ Taking property belonging to another without permission
- ◆ Misuse of Queen Mary's intellectual property, for example uploading course materials online

- ◆ Expulsion from Queen Mary
- ◆ Suspension from Queen Mary
- ◆ Restrictions and conditions
- ◆ Financial penalty/compensation
- ◆ Formal warning

- ◆ Major misuse of Queen Mary property (for example, computers and laboratory equipment)
- ◆ Minor misuse of Queen Mary property (for example, computers and laboratory equipment)

- ◆ Expulsion from Queen Mary
- ◆ Suspension from Queen Mary
- ◆ Restrictions and conditions
- ◆ Compulsory service
- ◆ Financial penalty/compensation
- ◆ Formal warning
- ◆ Written apology

#### Causing a health or safety concern

- ◆ Acts or omissions that caused or could have caused serious harm on Queen Mary premises or during Queen Mary activities (for example, removing or disabling fire extinguishers, setting off a fire alarm without cause, unlawful possession/use/supply of controlled substances)
- ◆ Acts or omissions that could be considered a breach of the Queen Mary Covid Code, such as not wearing a face mask in a designated area or failure to adhere to social distancing directives

- ◆ Expulsion from Queen Mary
- ◆ Suspension from Queen Mary
- ◆ Restrictions and conditions
- ◆ Compulsory service
- ◆ Financial penalty/compensation
- ◆ Formal warning

- ◆ Acts or omissions related to health and safety concerns on Queen Mary premises (for example, smoking in non-designated areas)

- ◆ Restrictions and conditions
- ◆ Compulsory service
- ◆ Formal warning
- ◆ Written apology

## University

### Disciplinary offence

#### Behaviour that obstructs the operations of Queen Mary

- ◆ Acts, omissions or statements intended to deceive Queen Mary
- ◆ Disruption of Queen Mary activities (including academic, administrative, sporting and social activities) on Queen Mary premises or elsewhere
- ◆ Disruption of the functions, duties or activities of any student or employee of Queen Mary, or any visitor to Queen Mary

- ◆ Wrongful conduct that prevents or disturbs Queen Mary activities (including academic, administrative, sporting and social activities) on Queen Mary premises or elsewhere. This includes inappropriate disruption of teaching sessions, eg excessive or inappropriate posts.
- ◆ Wrongful conduct that prevents or disturbs the functions, duties or activities of any student or employee of Queen Mary, or any visitor to Queen Mary

### Examples of sanctions

- ◆ Expulsion from Queen Mary
- ◆ Suspension from Queen Mary
- ◆ Restrictions and conditions
- ◆ Financial penalty/compensation
- ◆ Formal warning

- ◆ Restrictions and conditions
- ◆ Financial penalty/compensation
- ◆ Formal warning
- ◆ Written apology

#### Reputational damage

- ◆ Behaviour that has caused or could have caused damage to Queen Mary's reputation locally or internationally (eg misrepresentation of the University, poor behaviour that affects our reputation in the local community, negative actions that may damage Queen Mary's relationships).

- ◆ Expulsion from Queen Mary
- ◆ Suspension from Queen Mary
- ◆ Restrictions and conditions
- ◆ Compulsory service
- ◆ Financial penalty/compensation
- ◆ Formal warning