Appendix 1 - Examples of Misconduct and Penalties

These examples are illustrative and does not limit the University in the penalties it may apply on a case-by-case basis.

Misconduct	Examples of behaviour	Defined as minor or major misconduct	Range of possible penalties depending on the severity and impact of the misconduct
Physical misconduct	Pushing, shoving, punching, kicking, slapping, biting	Either, depending on severity and impact.	Apology, warning, suspension, expulsion, conditions of remaining at the University. If the student remains at the University, it may also be recommended that the student seeks support to address their behaviours.
	More excessive misconduct which may also include use of implements or weapons against others.	Major	Suspension, expulsion.
Sexual misconduct	*See Sexual Misconduct Policy for the University's definitions*	Major	Warning, suspension, expulsion, conditions of remaining at the University. If the student remains at the University, it may also be recommended that the student seeks support to address their behaviours.

Misconduct	Examples of behaviour	Defined as minor or major misconduct	Range of possible penalties depending on the severity and impact of the misconduct
Abusive behaviour	*See also the University policies on Dignity and Respect and No Space for Hate for further definitions.* Threats to hurt another person Hate crimes Abusive comments relating to an individual's sex, sexual orientation, religion or belief, race, pregnancy/maternity/paternity, marriage/civil partnership, gender reassignment, age, disability Victimisation Bullying Acting in an intimidating or hostile manner Use of inappropriate language Distribution of offensive, threatening or illegal material	Major	Warning, suspension, expulsion, conditions of remaining at the University. If the student remains at the University, it may also be recommended that the student seeks support to address their behaviours.

Misconduct	Examples of behaviour	Defined as minor or major misconduct	Range of possible penalties depending on the severity and impact of the misconduct
Illegal drugs	Possession, supply, production	Major	
Causing A Health or Safety Concern	Action that did cause or could have caused a health and safety concern or incident on University premises	Either, depending on severity and impact.	Warning, restrictions/conditions, suspension, expulsion.
Damage to University property	Causing damage to University property or to the property of students or staff or of visitors to the University.	Either, depending on severity and impact.	Warning, restrictions/conditions, suspension, expulsion. Fine or requirement to pay for the damage caused.
Unauthorised Taking or use of property	Unauthorised entry to, or unauthorised use, of University premises Taking University property without permission.	Either, depending on severity and impact.	Warning, restrictions/conditions, suspension, expulsion. Return of property or fine to replace property taken.
Deception or fraud	Actions intended to deceive the University.	Major	Warning, restrictions/conditions, suspension, expulsion.

Misconduct	Examples of behaviour	Defined as minor or major misconduct	Range of possible penalties depending on the severity and impact of the misconduct
Operational obstruction	Disruptive behaviour that prevents other students, staff or visitors of the University go about their work, or the University operating as normal.	Either, depending on severity and impact.	Warning, restrictions/conditions, suspension, expulsion.
Failure to comply with reasonable instruction	Ignoring the reasonable request of a member of staff in relation to your behaviour towards others or towards University property.	Either, depending on severity and impact.	Warning, restrictions/conditions, suspension
Reputational Damage	Behaviour which has caused damage or could have caused damage to the reputation of the University.	Major	Warning, restrictions/conditions, suspension, expulsion.
Failure to comply with a misconduct penalty	Behaviour that does not comply with a University sanction	Either, depending on severity and impact.	The next level/s of penalty.
Malicious behaviour	Making an allegation of misconduct which is solely based on malicious grounds. Submitting vexatious complaints to the University	Major	Warning, restrictions/conditions, suspension, expulsion.

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