

Protocol for Dangerous Behaviours at Organised Student Socials (including dangerous initiations)

1. Introduction

This protocol gives specific information about student discipline in relation to behaviours prohibited at organised student socials (including dangerous initiations).

The protocol should be read in conjunction with the [Student Discipline Procedure \(non-academic\)](#) and [Student Disciplinary Policy](#). If you are the subject of disciplinary proceedings in this area (either as The Student Reporter or The Student Responder), we advise you to read this protocol carefully and familiarise yourself with its contents.

The purpose of this document is:

- To outline the University's expectations around conduct on organised student socials;
- To explain how the University responds to reports of behaviour covered under this protocol;
- To show how reports of this nature will be specifically investigated and managed under its civil [Student Discipline Procedure](#).

2. Key Principles

Newcastle University is committed to developing a culture that is positive, inclusive and supportive, to which all staff and students contribute and within which all can reach their full potential.

All Newcastle University students are responsible for their own behaviour and its impact on others. The University's [Student Charter: Rights and Responsibilities](#) sets out the standards of conduct the University expects of students in order to ensure a safe, respectful and supportive environment for all members of the University community.

Any report of dangerous behaviours at organised student socials will be treated seriously and anyone found to have behaved unacceptably will be subject to investigation in line with the [Student Discipline Policy](#).

3. Options for reporting incidents and obtaining support

Any student can report or disclose potentially dangerous initiations or other events of this nature to the University, or seek support, via the following routes:

- **The University's Survivor Support Service:**
<https://www.ncl.ac.uk/wellbeing/about/survivorsupportservice>
Disclosures received via this route are held confidentially by the Student Health and Wellbeing Service, and will not be shared with other departments without the explicit consent of the Reporter unless they, or anyone else, is at risk of harm. Students have the option to submit anonymous reports via this route, or can choose to provide their contact details if they wish for the report to be investigated by the University.

- **Student Health and Wellbeing Service:** <https://www.ncl.ac.uk/wellbeing/supportservices/>
- **The Student Progress Service:** casework@ncl.ac.uk
- **The Students' Union Report and Support system:** <https://www.nusu.co.uk/support/>

4. Scope

Any event or activity that could reasonably be perceived as involving improper coercion or manipulation, resulting in a risk of physical or mental detriment to any person, is banned by the University and Newcastle University Students' Union (NUSU).

This protocol applies to all student organisations that are associated with Newcastle University and not just those that are officially affiliated with NUSU. The protocol covers behaviours at any social event, ceremony or ritual, including initiations, and is not limited only to activities that occur around the start of the academic year for the purpose of enrolment of new students into organisations.

See: [Appendix 1: Examples of misconduct and likely sanctions](#)

5. Investigation Process

There are two relevant investigation processes:

5.1. University Investigation Process

Where misconduct that falls within the scope of this protocol has been reported to the University, the investigation of the [Student Disciplinary Procedure \(non-academic\)](#) will be followed.

5.2. NUSU Investigation Process

Where misconduct which falls within the scope of this protocol has been reported to NUSU, NUSU will conduct an investigation into the report in accordance with the Students Union Disciplinary Policy. NUSU will decide whether to conduct an investigation into an individual student, a committee, or entire student group and an Investigating Officer will be appointed.

Where misconduct has been established, NUSU will report the outcome of its investigation to the University for determination under the University's Student Discipline Procedure. Any result of an investigation held by NUSU is not indicative of the result of an investigation by Newcastle University.

6. Sanctions

The level of Investigation and likely sanctions are listed in Appendix 1. An

7. Appeals

The Student Responder and Student Reporter (where applicable) have the right to appeal against any decision, instruction or sanction imposed as a result of the investigation. If you wish to submit an appeal, you should follow the appeals process as set out in the [Student Discipline Procedure](#).

Appendix1: Examples of dangerous behaviour and likely sanctions

Misconduct type (NB: this list is not exhaustive)	Indicative Level of Procedure	Likely University sanctions	Likely NUSU sanctions for clubs/societies	Likely NUSU sanctions for individuals
Forced physical challenges	Level 2	<ul style="list-style-type: none"> - Caution - Warning - Final Warning 	<ul style="list-style-type: none"> - Financial penalty up to £350 - Financial restitution in full or in part of the cost of making good any damage or loss suffered by the Students' Union or other members or persons - Total or partial ban from some or all of NUSU for a specified period of time - Removal of rights to use some or all of NUSU's facilities for a specified period of time - Closure of the group, club or society - Any combination of the above sanctions - Any other sanction deemed appropriate by NUSU 	<ul style="list-style-type: none"> - Verbal or written apology required - Total or partial ban from some or all areas of NUSU services, facilities or activities for a specified period - Withdrawal of rights to participate in or benefit from specified NUSU services, facilities or activities for a specified period - Suspension from membership of the NUSU for a period of time - Exclusions from membership to the NUSU - Financial penalty up to £50 - Financial restitution in full or in part of the cost of making good any damage or loss suffered by NUSU or other members or persons - Any combination of the above sanctions - Any other sanction.

Physically or psychologically risky behaviours	Level 2	<ul style="list-style-type: none"> - Caution - Warning - Final Warning 	<ul style="list-style-type: none"> - Financial penalty up to £350 - Financial restitution in full or in part of the cost of making good any damage or loss suffered by the Students' Union or other members or persons - Total or partial ban from some or all of NUSU for a specified period of time - removal of rights to use some or all of NUSU's facilities for a specified period of time - Closure of the group, club or society - Any combination of the above sanctions - Any other sanction deemed appropriate by NUSU 	<ul style="list-style-type: none"> - Verbal or written apology required - Total or partial ban from some or all areas of NUSU services, facilities or activities for a specified period - Withdrawal of rights to participate in or benefit from specified NUSU services, facilities or activities for a specified period - Suspension from membership of the NUSU for a period of time - Exclusions from membership to the NUSU - Financial penalty up to £50 - Financial restitution in full or in part of the cost of making good any damage or loss suffered by NUSU or other members or persons - Any combination of the above sanctions - Any other sanction.
Forced alcohol consumption	Level 2 or 3	<ul style="list-style-type: none"> - Caution - Warning - Final Warning - Disciplinary suspension 	<ul style="list-style-type: none"> - Financial penalty up to £350 - Financial restitution in full or in part of the cost of making good any damage or loss suffered by the Students' Union or other members or persons 	<ul style="list-style-type: none"> - Verbal or written apology required - Total or partial ban from some or all areas of NUSU services, facilities or activities for a specified period

		<ul style="list-style-type: none"> - Deferred expulsion - Expulsion with immediate effect 	<ul style="list-style-type: none"> - Total or partial ban from some or all of NUSU for a specified period of time - removal of rights to use some or all of NUSU's facilities for a specified period of time - Closure of the group, club or society - Any combination of the above sanctions - Any other sanction deemed appropriate by NUSU 	<ul style="list-style-type: none"> - Withdrawal of rights to participate in or benefit from specified NUSU services, facilities or activities for a specified period - Suspension from membership of the NUSU for a period of time - Exclusions from membership to the NUSU - Financial penalty up to £50 - Financial restitution in full or in part of the cost of making good any damage or loss suffered by NUSU or other members or persons - Any combination of the above sanctions - Any other sanction.
Forced substance consumption	Level 2 or 3	<ul style="list-style-type: none"> - Caution - Warning - Final Warning - Disciplinary suspension - Deferred expulsion - Expulsion with immediate effect 	<ul style="list-style-type: none"> - Financial penalty up to £350 - Financial restitution in full or in part of the cost of making good any damage or loss suffered by the Students' Union or other members or persons - Total or partial ban from some or all of NUSU for a specified period of time - removal of rights to use some or all of NUSU's facilities for a specified period of time 	<ul style="list-style-type: none"> - Verbal or written apology required - Total or partial ban from some or all areas of NUSU services, facilities or activities for a specified period - Withdrawal of rights to participate in or benefit from specified NUSU services, facilities or activities for a specified period - Suspension from membership of the NUSU for a period of time

			<ul style="list-style-type: none"> - Closure of the group, club or society - Any combination of the above sanctions - Any other sanction deemed appropriate by NUSU. 	<ul style="list-style-type: none"> - Exclusions from membership to the NUSU - Financial penalty up to £50 - Financial restitution in full or in part of the cost of making good any damage or loss suffered by NUSU or other members or persons - Any combination of the above sanctions - Any other sanction.
Forced humiliation	Level 2 or 3	<ul style="list-style-type: none"> - Caution - Warning - Final Warning - Disciplinary suspension - Deferred expulsion - Expulsion with immediate effect 	<ul style="list-style-type: none"> - Financial penalty up to £350 - Financial restitution in full or in part of the cost of making good any damage or loss suffered by the Students' Union or other members or persons - Total or partial ban from some or all of NUSU for a specified period of time - removal of rights to use some or all of NUSU's facilities for a specified period of time - Closure of the group, club or society - Any combination of the above sanctions - Any other sanction deemed appropriate by NUSU 	<ul style="list-style-type: none"> - Verbal or written apology required - Total or partial ban from some or all areas of NUSU services, facilities or activities for a specified period - Withdrawal of rights to participate in or benefit from specified NUSU services, facilities or activities for a specified period - Suspension from membership of the NUSU for a period of time - Exclusions from membership to the NUSU - Financial penalty up to £50 - Financial restitution in full or in part of the cost of making good any damage or loss suffered by

				<p>NUSU or other members or persons</p> <ul style="list-style-type: none"> - Any combination of the above sanctions - Any other sanction.
Dangerous or illegal activity	Level 2 or 3	<ul style="list-style-type: none"> - Caution - Warning - Final Warning - Disciplinary suspension - Deferred expulsion - Expulsion with immediate effect 	<ul style="list-style-type: none"> - Financial penalty up to £350 - Financial restitution in full or in part of the cost of making good any damage or loss suffered by the Students' Union or other members or persons - Total or partial ban from some or all of NUSU for a specified period of time - removal of rights to use some or all of NUSU's facilities for a specified period of time - Closure of the group, club or society - Any combination of the above sanctions - Any other sanction deemed appropriate by NUSU 	<ul style="list-style-type: none"> - Verbal or written apology required - Total or partial ban from some or all areas of NUSU services, facilities or activities for a specified period - Withdrawal of rights to participate in or benefit from specified NUSU services, facilities or activities for a specified period - Suspension from membership of the NUSU for a period of time - Exclusions from membership to the NUSU - Financial penalty up to £50 - Financial restitution in full or in part of the cost of making good any damage or loss suffered by NUSU or other members or persons - Any combination of the above sanctions - Any other sanction.

Taking improper advantage of any student(s) as a result of an imbalance of power/position	Level 2 or 3	<ul style="list-style-type: none"> - Caution - Warning - Final Warning - Disciplinary suspension - Deferred expulsion - Expulsion with immediate effect 	<ul style="list-style-type: none"> - Financial penalty up to £350 - Financial restitution in full or in part of the cost of making good any damage or loss suffered by the Students' Union or other members or persons - Total or partial ban from some or all of NUSU for a specified period of time - removal of rights to use some or all of NUSU's facilities for a specified period of time - Closure of the group, club or society - Any combination of the above sanctions - Any other sanction deemed appropriate by NUSU 	<ul style="list-style-type: none"> - Verbal or written apology required - Total or partial ban from some or all areas of NUSU services, facilities or activities for a specified period - Withdrawal of rights to participate in or benefit from specified NUSU services, facilities or activities for a specified period - Suspension from membership of the NUSU for a period of time - Exclusions from membership to the NUSU - Financial penalty up to £50 - Financial restitution in full or in part of the cost of making good any damage or loss suffered by NUSU or other members or persons - Any combination of the above sanctions - Any other sanction.
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