

Student Wellbeing Policy Regarding Inappropriate Behaviour

Student Wellbeing has a duty to provide a safe and secure environment for students, staff and visitors. As such, we aim to provide a service in which tolerance and respect for individuals is prevalent and we hope that our users will abide by this ethos. We will not tolerate violent or abusive behaviour and will take decisive action to protect staff, students and visitors, if such behaviour occurs.

The following are examples of behaviour, which are not acceptable are:

- Excessive noise, threatening, aggressive or abusive language involving swearing or offensive remarks (verbal or written).
- Derogatory remarks or gestures of a discriminatory nature.
- Malicious allegations relating to members of staff, other students or visitors.
- Abusing alcohol or drugs whilst on our premises.
- Theft or wilful damage to our property.
- Threats of, or actual acts of violence.

Procedure during and following an incident;

If such an incident occurs, the individual will be informed that the interaction (e.g. meeting/conversation) will end immediately and will not be resumed until appropriate behaviour can be demonstrated.

If the behaviour continues, the immediate manager (or their deputy) can be called upon and will advise the person that their behaviour is unacceptable and explain the expected standards of behaviour, which must be observed in the future. The responsible manager will also give an informal warning about the possible consequences of any further repetition, which could include disciplinary action being taken. The individual will also be advised that further contact in the future will not be arranged without full adherence to this policy.

If necessary, University Security will be called upon to assist the individual to vacate the premises.

If any person behaves unlawfully, the manager will contact University Security, who will report the offender to the police. The University will seek the application of the maximum penalties available in law. We will prosecute all people who commit criminal acts on or against University property, assets or staff.

In rare circumstances, it might be necessary to inform other Services or Schools of any individuals likely to exhibit such behaviours.

Related Policies and Procedures:

University Dignity at Work and Study Policy

http://www.ncl.ac.uk/diversity/policy/documents/20061027_policy-dignity-work-study_ib.pdf

Student Disciplinary Procedure

http://www.ncl.ac.uk/student-progress/Disciplinary_Proc.pdf

Student Complaints Procedure

http://www.ncl.ac.uk/student-progress/Comp_Form&Proc.pdf