

Disciplinary Offences & Consequences & Sanctions

- 1) The tables overleaf indicate the consequences and sanctions that may be imposed in proven or admitted cases of student misconduct.
- 2) The scale and impact of the misconduct (low level or serious) will be considered on a case-by-case basis by the Investigating Officer assigned to the case and outlined in their Investigation Report.
- 3) Consequences and sanctions applied in response to (proven or admitted) low level misconduct may be given by the Principal, the Dean of Students, or a Disciplinary Panel.
- 4) Consequences and sanctions applied in response to (proven or admitted) low level misconduct may be deferred by the Principal, the Dean of Students, or a Disciplinary Panel and only imposed should any future breach of the Regulation occur.
- 5) Consequences and sanctions applied in response to (proven or admitted) serious misconduct may only be imposed by a Disciplinary Panel.
- 6) The consequences and sanctions that may be applied in response to low level misconduct may also be applied by a Disciplinary Panel in response to serious misconduct of the same type.
- 7) The table should be considered in conjunction with the relevant sections of the Policy and Procedures Governing Student Misconduct.

RWCMD Policy and Procedures Governing Student Conduct: Sanctions and Consequences

1. Examples of Behaviours That May Be Considered as Low Level Misconduct

a.	Breach of RWCMD Regulations, Policies or Terms and Conditions
b.	Antisocial behaviour (in College or Halls)
c.	Damage to College or others' property
d.	Malicious allegations; vexatious complaints against College or its members
e.	Breach of health and safety; endangering students, staff or visitors
f.	Interference with freedoms of students, staff or visitors and/or the disruption of college activities
g.	Falsification of records; impersonation of others
h.	Misuse of College property, facilities or equipment
i.	Causing physical harm, threatening, offensive or indecent behaviour
j.	Bringing College into disrepute
k.	Contravention of College's Respect Statements and/or Dignity at Work/Study Policies

2. Sanctions and Consequences Applicable to Low Level Misconduct

a.	A written reflection to account for the behaviour
b.	Set expectations and/or conditions for the student's future behaviour for a fixed period
c.	An apology to any person(s) affected by the misconduct (if requested and appropriate)
d.	Mandatory attendance at a workshop or course related to the behaviour/issue within a fixed period
e.	Mandatory engagement with appropriately defined support resources, including (but not restricted to) 1:1 coaching and mentoring, within a fixed period
f.	A requirement to remove any material (either physical or electronic) associated with the misconduct within a fixed period
f.	Limitations to ability to access College property (this may include specific buildings/areas/times).
g.	Verbal Warning
h.	Written Warning
i.	Final Warning
j.	Payment by the student of compensation for damage or loss caused, which shall not exceed the value of any damage caused or loss incurred or £1000, whichever is lowest.

3. Examples of Behaviours That May be Considered as Serious Misconduct

a.	Behaviours that may be considered as low level misconduct which are repeatedly or persistently demonstrated
b.	Any behaviours that may be considered as low level misconduct but which an Investigating Officer determines have had a serious impact
c.	Behaviours that may be considered as low level misconduct for which sanctions/consequences have already been imposed
e.	Behaviours for which sanctions/consequences have already been imposed, and the student has failed to observe any sanctions/consequences that have been applied within the designated time period
f.	Possession, use or distribution of drugs and prohibited substances
g.	Theft or fraud
h.	Sexual harassment, sexual assault, online harassment, hate crimes and stalking
i.	Discrimination of any kind

4. Sanctions and Consequences Applicable to Serious Misconduct

a.	Any sanction/consequence that may be applied to low level misconduct
b.	A requirement of no contact (direct or indirect) from the student to any RWCMD student or staff member identified by the Disciplinary Panel except where essential in the context of teaching and learning
c.	The suspension of studies, in whole or in part, for a specified period or until an agreed review date.
d.	Permanent exclusion and removal of student status, and with or without the right to re-register for any further programme of study with RWCMD