

Appendix 1: Disciplinary Standards

Our standards of conduct and behaviour apply to all Members of the Union and are important for creating an inclusive, respectful and fun environment, that is free from harassment and bullying, and is safe for all those using them. The individual circumstances of each case will always be taken into account during a disciplinary process.

Examples of misconduct that may be considered a breach of Our standards of conduct and behaviour are listed below. This list is not exhaustive.

- failure to comply with UCL's Member Code of Conduct;
- behaving in a way that is likely to cause reputational damage to the Union, whether on or off Union and/or University premises;
- failure to comply with the UCL Code of Practice on Freedom of Speech;
- disorderly, threatening, bullying or offensive behaviour or harassment, whether physically, verbally or online;
- any action likely to cause injury or acting without due regard to the safety of others;
- making defamatory or maliciously false statements about students or staff;
- any interference with health and safety equipment, including activating fire alarms except in a genuine emergency;
- damage to, defacement of, or misappropriation of Union property or the property of other Members of the Union, whether caused intentionally or recklessly;
- failure to comply with Clubs and Society Regulations and/or financial procedures;
- misuse or unauthorised use of Union premises and property, including computer misuse;
- breaches of any other of the Union's codes, policies, regulations or guidance.

The following are examples of behaviour which the Union will consider as acts of **serious misconduct** and may lead to more severe disciplinary outcomes, up to and including termination of membership;

- acting to, or with intent to, commit theft, fraud, deceit, deception or dishonesty in relation to the Union, its staff and Members or while representing or claiming to represent the Union;
- discrimination, harassment or victimisation of others on the grounds of their age, disability, gender, gender re-assignment, pregnancy, maternity, marriage or civil partnership, race, religion, belief, sexual orientation or any other characteristic protected under the Equality Act 2010;
- the use of anonymous online platforms to discriminate, bully, harass or victimise others;
- the use, possession or supply of illegal drugs on Union premises or while representing or claiming to represent the Union;
- committing a criminal offence that could affect your suitability to engage in Union activity;
- sexual misconduct, including any unwelcome behaviour of a sexual nature that is committed without consent or by force, intimidation, coercion, or manipulation;
- physical violence or sexual violence towards others, or the threat of physical or sexual violence;
- persistent or repeated acts of misconduct over an extended period.