

University Acceptable Behaviour Policy Statement

Policy

The University is committed to providing a positive working and learning environment that enriches lives and where everyone is treated with respect and dignity. The University expects the highest standards of behaviour from staff and students, whether on University premises or elsewhere.

All members of the University should be aware of their own behaviour, and how it impacts on others. All are expected to conduct themselves in a reasonable and acceptable manner.

Unacceptable Behaviour means words, actions or practices that are experienced as inappropriate, unreasonable or offensive. This can include bullying, harassment (including online bullying and harassment), sexual misconduct, demeaning initiation ceremonies, threatening behaviour and malicious posting on social media. It can also include discrimination or abuse relating to, but not exclusive to, disability, gender, race, sexual orientation, religion/beliefs and age.

Steps for dealing with unacceptable behaviour by staff and students is set out at the links below:

For Staff - wishing to raise an allegation about staff

[Tools to promote positive behaviours and equip staff to challenge unacceptable behaviour](#)

[Acceptable Behaviour at Work Policy Statement and Guidance](#)

[Mediation Service](#)

[Staff Grievance Procedure](#)

For Students - wishing to raise an allegation about staff or students

[Procedure for Students raising Allegations of Unacceptable Behaviour by a Student or a Member of Staff](#)

[Mediation Service](#)

For Staff - wishing to raise an allegation about a student

[Procedure for Staff raising Allegations of Unacceptable Behaviour by a Student](#)

[Mediation Service](#)

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Document control

Summary			
This outlines the University's expectations of behaviour by staff and students and provides guidance on how to raise allegations of unacceptable behaviour and what steps should be taken to deal with this.			
Scope - This document applies to:			
All staff and students.			
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