Student Code of Conduct

The **Student Code of Conduct** is designed to supplement the College's Code of Ethics by providing detailed explanations and examples of unacceptable behaviour.

The purpose of this Code is to encourage and maintain standards of conduct by students consistent with the values and expectations of the Imperial community.

The Code applies to conduct both on and off the College's campuses and premises, as well as online. It also applies to students engaged in Imperial College Union (ICU) activities.

The Code is complementary to, and does not replace, other standards, regulations, or professional conduct requirements applying to students in the College.

The Code of conduct should be read in conjunction with the College's Ethics Code.

Respect for each other and our surroundings

- Students should treat others as they themselves would like to be treated, with dignity and due respect at all times. The College community is one in which discrimination, bullying, harassment, and victimisation are never tolerated.
- Students should treat others equitably and work to create an inclusive environment in which everyone is safe to speak up and share their perspective. Students are encouraged to be curious and seek to understand diverse perspectives.
- Students should take responsibility for their behaviour and their impact on others. Students should consider and respond to the needs of others, ensuring communications with others are considerate and respectful.
- Our campuses, property and facilities should be treated with respect. They are for the safe and enjoyable use of all our community and should be used for their designated purposes and not intentionally or recklessly damaged or defaced.
- Whilst freedom of speech or expression is an important right for all in our community, it is not an unqualified right. It is important to remember that a person's right to freedom of speech means *lawful* freedom of speech. That means that speech (or other expressions of views, such as slogans, tattoos, literature, emails, etc), that might be criminal in nature (for example, inciting racial hatred; or displaying threatening, abusive or insulting writing likely to cause harassment, alarm or distress), or otherwise in breach of civil law (for example, causing a breach of the peace, or harassment), is **not** protected by a person's right to freedom of speech or expression. It is very important therefore that members of our community engage in debate in a way that is respectful: *how* something is said or expressed needs to be given as much consideration as *what* is said or expressed.
- Other examples of misconduct include but are not restricted to:
    - disruption of, or improper interference with, the academic, administrative, sporting, social or other activities of the College or Imperial College Union;
    - disruption of College business, including teaching, research and studying that is not authorised pursuant to a College recognised ballot or process;
    - misuse or unauthorised use of College premises, facilities, or items of property;

- disregard of the health and safety of self or others whilst on College campuses or undertaking College activities;
- disregard for laboratory safety requirements following a warning from teaching staff or laboratory technicians;
- wearing clothes, other items, or having visible tattoos with slogans or symbols that might constitute a breach of the criminal or civil law of England and Wales;
- distributing material, including online material, which is intimidating, threatening, indecent or illegal; and intentionally or recklessly harming other individuals or putting others at risk of harm.

Honesty and integrity

- Students should demonstrate a commitment to independence, honesty, and transparency. They should be honest and truthful in their dealings with each other and with third parties.
- Students engaged in research activities should conduct their research in a way that supports public trust and confidence in the College's research methods and findings. They should demonstrate rigour, honesty and integrity, and abide by relevant ethical and legal standards.
- Students should not become complicit in any activities in which a student gains an unfair advantage, through plagiarism, self-plagiarism, collusion, examination offences, dishonest practice, or other means. Students should comply with the College's Policy on Academic Misconduct.
- Examples of misconduct include but are not restricted to:
  - behaviour which brings the College into disrepute [this does not include whistleblowing];
  - academic misconduct: cheating, fabrication, plagiarism, collusion, facilitating academic dishonesty, claiming authorship of others' work, or the submission of work for assessment which has been generated through an artificial intelligence of translation programme without acknowledgement or authorisation;
  - research misconduct: fabrication or falsification of information or data, misrepresentation of data and/or interests or involvement, plagiarism, and failure to follow accepted procedures or to exercise due care in carrying out research;
  - failure to disclose one's name or other relevant details to an officer or employee of the College or ICU in circumstances where it is reasonable to require that such information be given;
  - making vexatious (such as frivolous allegations, or repeated allegations based on substantively the same matter that has been dealt with), allegations against a member of the College (allegations that are made in good faith are not vexatious, even if they are not upheld after they have been investigated); and
  - professional conduct violations.

Sexual misconduct and abuse

- Sexual misconduct (i.e., sexual harassment, sexual violence) is never tolerated. All students are expected to act to ensure a working and learning environment free from these behaviours.

- Sexual misconduct is any act of violence or harassment which is sexual in nature or any kind of unwanted, non-consensual[1] sexual touching, or harassment, within or outside a relationship. This may include rape, sexual assault, sexual exploitation or groping. It also covers behaviours such as grooming, coercion, the promise of a reward for sexual access and sexual demands or threats.
- In addition to these, other examples, performed without consent, which might constitute sexual misconduct include:
    - sexually explicit remarks, innuendos or banter;
    - sexual insults, jokes, teasing or songs;
    - wolf whistling, cat calling or making other offensive sexual noises;
    - offensive comments about someone's dress, appearance, or private life, including their sexuality or gender identity;
    - unwanted or inappropriate physical contact including touching, pinching, groping or smacking;
    - unwanted requests to engage in or discuss sexual activity;
    - lifting or removing clothing;
    - stalking;
    - using humour to cover or deflect where sexual misconduct has occurred;
    - display or distribution of pornographic or sexually explicit material.

- Stalking is persistent and unwanted conduct of one or more kinds of behaviours described above. It can be physical or psychological and take place directly against a person, or by approaching a third party about a person. The more common examples of stalking are following a person home, following a person around, between or to/from campus, sending or leaving them unwanted and repeated messages, bullying them on social media or making intrusive or unwanted visits. Interpersonal relationships between individuals can also be abusive without a sexual element to the behaviour, and can include emotional, financial or physical abuse, threats, isolation or intimidation. They may involve bullying or coercive behaviours used to maintain power or control.

Bullying, harassment, and discrimination

- We do not tolerate bullying or harassment.
- We do not tolerate any form of discrimination against any other person on grounds of any protected characteristic (age, disability, race, including colour, nationality, ethnic or national origin, religion or belief, sex, sexual orientation, being pregnant or on maternity leave, being married or in a civil partnership, or gender confirmation). Nor do we tolerate any form of targeting an individual on account their personal attributes. This includes but is not limited to a medical condition, e.g. HIV status, or socio-economic status.
- *Harassment* occurs where an individual engages in unwanted conduct which has the purpose or effect of violating another person's dignity, or creating an intimidating, hostile,

[1] This includes where consent has not been given. Consent means that a person must be capable to choose freely to engage. If the person was constrained in any way, pressured, or incapacitated, consent cannot be deemed to have been given. Proceeding without consent is never acceptable. More information can be found at: What is consent? (cps.gov.uk).

degrading or offensive environment for that person. An individual may feel harassed or offended even when the inappropriate comment or conduct is not made towards or about the individual personally.

- Harassment can be both a criminal offence and a breach of civil law. In general it can take a variety of different forms which can be written, verbal, nonverbal or transmitted electronically, may consist of a single incident or a series of incidents, and may or may not be intentional. Examples include repeatedly ignoring a person through to subjecting him or her to unwelcome attention, ridicule or humiliation. More extreme forms of harassment and bullying include intimidation, physical threats or violence.
- Types of harassment include sexual harassment (discussed above), and harassment on the basis of a protected characteristic, or about the personal attributes of a person. This may include but is not limited to inappropriate gestures or jokes about, or gratuitous references to, a person's characteristic. It can also include inappropriate displays of posters, or other offensive material, and singling out of a person for different treatment on the basis of a characteristic. Examples of some types of harassment include but is not limited to:

    - *Racial harassment* may also include offensive remarks about dress, culture or customs which have the effect of ridiculing or undermining an individual, or fostering hatred and/or prejudice towards individuals or particular ethnic groups. In some circumstances it can include pressure to participate in political/religious groups.
    - *Harassment of disabled people* can take the form of individuals being ignored, disparaged, ridiculed or denied opportunities because of mistaken assumptions about their capabilities. In such cases, disability, rather than ability, has become the focus of attention.
    - *Harassment on the grounds of actual or perceived sexual orientation or sexuality* can include queerphobic remarks or jokes relating to a person's sexuality, or threats to disclose a person's sexuality to others.
    - *Harassment on the grounds of religious belief* can include jokes or insults about items of clothing, religious artefacts, religious beliefs or rituals.
    - *Harassment on the grounds of gender confirmation or gender identity* can include transphobic remarks or jokes, name calling, humiliation, and exclusion.
    - *Harassment on the grounds of age* can include jokes or insults about a person's age, or singling a person out for different treatment as a result of their age.
    - *Harassment on the grounds of other characteristics* which can include but is not restricted to pregnancy, maternity and paternity status, marital status including civil partnerships.
    - *Persistent invasion of personal space,* whether of a sexual or non-sexual manner.

- There is no legal definition of bullying: whether an individual considers that they have been bullied is subjective and so it is very important to be mindful of whether your behaviour could be interpreted as being bullying. However, there are behaviours that are generally recognised as constituting bullying, such as the exercise of power over another person through persistent, negative acts or behaviour that undermines an individual, personally and/or professionally. Bullying can be threatening, insulting, abusive, disparaging or

intimidating behaviour placing inappropriate pressure on the recipient which can affect self-confidence and self-esteem or has the effect of isolating or excluding them. Bullying can take the form of persistent shouting, sarcasm or derogatory remarks; it can be constant criticism, without constructive support, to assist an individual to address performance concerns; it may also include cyber bullying, i.e. using the Internet and related technologies to harm another person in a deliberate, repeated and hostile manner.

- The following non-exhaustive list gives examples of behaviour that may also constitute harassment or bullying:

    - offensive or inappropriate comments, body language, jokes, innuendos or gestures
    - openly hostile, insulting, abusive or embarrassing comments or criticism
    - persistently demeaning, ridiculing, excluding or isolating someone
    - threats to disclose, or disclosing, private or personal information, including photographs (this includes posting information online)
    - comments, notes, publications or posts on social media that are derisory, disparaging, abusive, offensive or intimidating
    - knowingly addressing or referring to someone using a pronoun (for example, he or she) with which an individual does not identify.
    - impersonating another person (e.g. by setting up an online profile in their name)
    - microagression, where it is subtle and/or indirect

- Victimisation: this is when a person is treated unfairly because they have complained about being discriminated against or harassed. We will not tolerate victimisation against an individual because they have made, or intend to make, a complaint or allegation, or has given, or intends to give, assistance and/or evidence in an investigation.

Other misconduct

- Further examples of misconduct which may result in disciplinary action being taken include, but are not restricted to:

    - failure to comply with a previously imposed sanction or restriction under the College's or the Union's disciplinary procedures (including non-payment of financial compensation);
    - failure to attend a disciplinary interview or provide a statement / response to alleged misconduct when requested to do so by the relevant authorised person.