

TRINITY COLLEGE
NON-ACADEMIC MISCONDUCT
DISCIPLINARY PROCEDURE

1. Introduction

11. This Disciplinary Procedure deals with conduct by students which breaches their non-academic obligations as a member of the College. These obligations, which are summarised or identified in Appendix A, are referred to as “the College Code of Discipline”. In this Procedure a “Breach of Discipline” refers to a breach of one or more of the provisions of the College Code of Discipline.
12. The purpose of this Procedure is to address breaches of discipline by students, and not to resolve disputes between individuals. (Students who find themselves in conflict with another student are encouraged to consider resolving the dispute through mediation, separately from this policy.) Students may only be disciplined where their conduct occurs in a College Context, as defined in Appendix B. Further definitions are contained in Appendix C.
13. In this Procedure the person making a report is referred to as the “reporter” and the person who is alleged to have breached the College Code of Discipline is referred to as the “subject”.
14. For informal advice about procedural aspects of the disciplinary process, please contact the Dean at dean@trinity.ox.ac.uk who can be reached by telephone via the lodge 01865 279900.
15. Where disciplinary proceedings are contemplated the Dean will remind reporters and subjects of the sources of support available to them. Advice and support for students are available from:
 - The College student welfare team: wellbeing@trinity.ox.ac.uk
 - The University Sexual Harassment and Violence Support Service:
<https://www.ox.ac.uk/students/welfare/supportservice>
 - The University Student Welfare and Support Services:
(<https://www.ox.ac.uk/students/welfare>)
 - Oxford SU (Students’ Union) Advice Service:
<https://www.oxfordsu.org/support/studentadvice/>
16. Separately, the Dean may impose any safeguarding measures which are reasonably necessary to ensure the peace of the College and the safety of its members. Such measures may include requiring a student to have no contact with another Member of the College or excluding any person from College premises. These safeguarding measures are neutral in effect and do not imply that any student on whom measures are imposed has been found to be in breach of any of their obligations. For further details on the College’s safeguarding policies see <https://www.trinity.ox.ac.uk/policies-and-reports>.

2. General

21. Reports will usually be dealt with confidentially by all parties involved and details will not normally be disclosed except where it is necessary to do so to carry out a fair investigation, to effect a safeguarding or precautionary measure (under paragraph 1.6 above or 4.4 below) or to communicate the outcome of disciplinary proceedings, to protect members of the College and/or University community and/or the public, and/or to comply with legal or regulatory obligations.
22. Parties should strive to act promptly, and to meet the time limits set out in this Procedure. Time

limits may be extended by the relevant decision-maker where it is necessary in the interests of fairness. It will often be necessary to extend time-limits for complex cases. Where time limits are extended, the subject (and reporter where appropriate) will be kept updated about the progress of the case.

23. If any Member of the College has concerns that a student involved in this Procedure is suffering health, welfare or academic study issues as defined in the College's Fitness to Study Procedure (<https://www.trinity.ox.ac.uk/policies-and-reports>) or other difficulties that may be relevant to whether or how the disciplinary procedure should be used, the student should be directed to the welfare team and to the University Student Welfare and Support Services. The member of College should at the same time inform the person responsible for fitness to study procedures in College.
24. Reasonable adjustments may be made to this Procedure in individual cases in order to enable the subject and any other person affected by application of the Procedure to participate fairly.
25. Anonymous reports will only be considered under this Procedure in exceptional circumstances where there are compelling reasons to do so. While some investigation may be possible in certain cases, it will usually be very difficult to proceed with disciplinary action following an anonymous report, because of the need to allow the subject to respond to the report.
26. Subjects and reporters may be accompanied to meetings, interviews or hearings by a supporter, who should normally be a member or employee of the College or a member of the Oxford Student Union, so long as the name and position of the supporter is provided in advance and any further procedural requirements set out in the procedure below are met. Requests to be accompanied by a supporter should be made to the Dean, Investigator and/or Disciplinary Panel Chair as appropriate at least 48 hours in advance of the date of any meeting or hearing. Legal representation will not normally be permitted, though reasoned requests for such representation may be made, and will be considered.
27. Meetings and hearings may take place online where this is necessary to avoid undue delay or to protect the welfare of any person.
28. Where there is more than one reporter and/or more than one subject it may be appropriate for all the subjects to hear or be provided with the other subjects' evidence.
29. The standard of proof used when making determinations under this Procedure is the balance of probabilities. This means that the Dean and/or the Disciplinary Panel will conclude that there has been a breach of the College Code of Discipline if they are satisfied that it is more likely than not that the conduct which is alleged to be a breach of the Code of Discipline occurred.
- 2.10. Non-compliance with a disciplinary penalty imposed under this Procedure may result in further disciplinary penalties, including additional fines, suspension or expulsion.
- 2.11. Any member of College involved in administering this Procedure should not act if there is any reasonable perception of bias. If the Dean is unable (for any reason) to act the President will appoint an appropriate substitute. Any decision to be made or action to be performed by the President may be made or performed by the Vice-President, or if necessary by another suitable senior college officer, in the event that the President is absent, has a conflict of interest, or is otherwise unable to undertake the action within a reasonable time.
- 2.12. Records will be kept at all stages of the process and will be processed in accordance with the College's records management and privacy policies (<https://www.trinity.ox.ac.uk/policies-and-reports>).
- 2.13. This Procedure makes provision for the subject to appeal from adverse decisions taken under Parts 5 and 6. The reporter is not a party to disciplinary proceedings and does not have a right of appeal

from the outcome of a disciplinary decision. If the reporter is a student and is dissatisfied with the action taken under this Procedure they may make a complaint under the College Student Complaints procedure (<https://www.trinity.ox.ac.uk/policies-and-reports>). Any complaint will be addressed by individuals who have not previously been involved in the report.

3. Initial Considerations

- 3.1. The Dean may liaise between reporting students and subjects where there has been a relationship breakdown to put in place a no contact agreement on the basis that there has been no admission of fault. Such agreements will be neutral in effect and will impose the minimum impact reasonably possible on all students involved.
- 3.2. Appendix B sets out the College's approach in cases where the alleged conduct falls within the scope of more than one procedure or may constitute a criminal offence. Any departure from the procedures in this policy will not invalidate any determination unless in all the circumstances such departure is productive of unfairness to the subject or to any alleged victim of misconduct within the College.

4. Reports and Precautionary Measures

- 4.1. Reports should normally be made in writing, to the Dean by email to dean@trinity.ox.ac.uk. If a reporter does not wish to make a written report in the first instance, they may arrange an informal meeting with the Dean which may or may not lead to an oral report. A potential reporter who is also a student of the College may contact a senior member or employee of the College who could make a written account of the report which they would invite the reporter to confirm. That report would then be submitted to the Dean. The Dean may write a report to themselves. A report may be subsequently withdrawn by the reporter, in which case the Dean, and whoever else may be responsible for processes in action regarding the withdrawn report under this Procedure, will consider whether those processes should continue or whether they can fairly and safely be concluded without determination.
- 4.2. If the report is not successfully resolved informally, or if informal resolution is not appropriate, the Dean will decide whether to investigate an alleged breach of discipline.
- 4.3. If the Dean considers that a report raises a case of a breach of discipline requiring an answer, they may (i) investigate the report under the Procedure for Minor Breaches of Discipline set out at Part 5 below, or (ii) refer the case to the President in accordance with the Procedure for Major Breaches of Discipline set out at Part 6 below.
- 4.4. The Dean will not normally investigate, or refer to the President, an alleged breach of discipline which is reported to have occurred more than 6 months previously but may do so in exceptional circumstances. In determining whether exceptional circumstances warrant investigation and/or referral the primary consideration will be whether there is a risk of harm to any current member(s) of the College and will take account of safeguarding considerations where relevant. Factors which the Dean may consider include (but are not limited to): the gravity of the alleged breach of discipline; whether the alleged breach of discipline was an isolated event, was repeated or was part of an alleged course of conduct; the length of any delay in reporting; the reasons for any delay in reporting and any barriers to reporting. Exceptional circumstances are more likely to be found to exist in cases of sexual misconduct and/or violence. The Dean will notify the reporter of any decision not to investigate or refer a report under this provision.
- 4.5. The Dean may at any time impose temporary precautionary measures on the reporter and/or the

subject for the remainder of this Procedure. Precautionary measures do not indicate any finding of misconduct and are not penal in nature.

46. Possible precautionary measures may include (without limitation): a no contact arrangement; a ban from, or time constraints for, accessing particular College buildings or services; recommending a ban from, or time constraints for, accessing particular University buildings or services or services of another college (subject to endorsement by the University or relevant college as appropriate); moving either the reporter or subject to alternative College or University accommodation; and/or, where no other option is appropriate, a temporary suspension of studies.
47. Precautionary measures should aim to cause the minimum restriction necessary to protect the individuals concerned, or members of the College from an identified risk, or to protect an investigation under this Procedure, and should take into account safeguarding considerations where relevant.
48. Precautionary measures are particularly likely to be appropriate in cases involving a risk to any individual's mental or physical health, issues of a highly sensitive or confidential nature and/or where there is a threat of significant disruption to academic study or other College activities.
49. The Dean will promptly provide the student and, where appropriate, the reporter, with written reasons for any precautionary measures imposed. Any student upon whom precautionary measures are imposed may ask the Dean to review them, and, if the request is refused, may apply to the President at any time (by email to president@trinity.ox.ac.uk) for the precautionary measures to be reviewed.
- 4.10. The Dean may refer a matter to the police or seek guidance from the police or other public safety agencies where the report concerns criminal conduct and/or where there is a significant imminent risk of harm to students or staff. In deciding whether to do so, the Dean should take into account the wishes of the reporter and any alleged victim of misconduct.

5. Procedure for Minor Breaches of Discipline

- 5.1. The Procedure for Minor Breaches of Discipline applies to cases in which the Dean considers that, if established, the alleged breach of discipline would appropriately be addressed by the penalties set out in paragraphs of Appendix A(II) under the heading "Penalties for Minor Breaches of Discipline".
- 5.2. Where the Dean proceeds to investigate under this section the aim will be to complete an investigation and issue a decision in relation to the alleged breach of discipline as soon as reasonably practicable.

Determination by the Dean

- 5.3. The Dean will write to or arrange a meeting (in person or online) with the subject informing them of the report, setting out the provision(s) of the College Code of Discipline alleged to have been breached and informing them that the report is being considered under this Part of the Procedure. The Dean will invite the subject to provide a response to the allegation, which may be in writing or at a meeting with the Dean.
- 5.4. If the subject admits the breach of discipline the Dean will proceed to consider what, if any penalty should be imposed.
- 5.5. If the subject does not admit the alleged breach of discipline the Dean may take any step reasonably and proportionately required to investigate and to assemble relevant evidence. This may include interviewing the reporter and interviewing the subject, as well as interviewing any

witnesses, requesting written response to questions and requesting relevant documents.

56. For any meetings under this Part of the Procedure, the Dean may require a member of the College administrative staff to attend and take notes of the meeting and/or the meeting may be recorded.
57. Before reaching any determination under this Part the Dean will disclose all relevant evidence (including exculpatory evidence) to the subject, except where it is necessary to withhold information, such as the identity of a witness, to protect the rights of others, and where the Dean judges that in all the circumstances the need to protect such rights overrides the subject's need for the information in question. Disclosure of evidence may be in summary form and need not be written but discussed in a meeting.
58. The subject will be provided with the opportunity to respond to that evidence and to provide a justification or explanation for the conduct in question. The subject may elect to respond in writing or at a meeting with the Dean.
59. Where there are substantial questions of fact to be decided the Dean may refer the report to the President to be considered by a Disciplinary Panel under Part 6 below. It will not normally be necessary in such cases for the President or the Disciplinary Panel to appoint an investigator. All materials gathered by the Dean in the course of their investigation will be provided to the Disciplinary Panel.
- 5.10. After having satisfied themselves that reasonable and proportionate investigatory steps have been taken the Dean will consider and assess all relevant evidence and any response provided by the subject and will determine whether they are satisfied on the balance of probabilities that a breach of discipline occurred.
- 5.11. Where the Dean concludes that a breach of discipline has been established, they will inform the subject in writing what, if any, penalty or penalties they are considering imposing. The Dean may impose any penalty, or a combination of the penalties, set out in the paragraphs of Appendix A(II) under the heading "Penalties for Minor Breaches of Discipline", or may make a conditional determination under Appendix A(II). The subject will have the opportunity to make representations bearing on the penalty, including any mitigation, in writing or at a meeting with the Dean.
- 5.12. The Dean will inform the subject and, where appropriate, the reporter of their decision in writing, providing reasons for any conclusion as to breach of discipline and any penalty or conditional determination imposed. The Dean will remind the subject of their right of appeal and of the matters set out in paragraph 5.13 to 5.17 below. The reporter will be notified of the Dean's decision.

Appeal to the President

- 5.13. The subject shall have no right of appeal if the penalty imposed by the Dean under 5.12 above is (i) a fine of £200 or less and/or (ii) an admonition (whether verbal or by written warning) and/or (iii) a ban from a College premise not exceeding 2 weeks for academic premises (e.g. the library) or 4 weeks for non-academic premises (e.g. Beer Cellar), where the ban is a result of a direct request to the Dean of the relevant office in charge of that premise, for offences related to abuse of that premise, and/or (iv) a requirement for service to the College of less than four hours, or any other penalty or similar or lower severity. Otherwise, the subject may appeal to the President against a decision made by the Dean under paragraph 5.12 above.
- 5.14. The appeal is a review of the Dean's decision and is limited to the grounds set out in paragraph

5.15 below.

5.15. The grounds upon which the subject may appeal are that:

- (a) There was bias, or a reasonable perception of bias, on the part of the Dean;
- (b) The Dean acted unfairly or failed to follow this Procedure (noting that any departure from the procedures in this policy will not invalidate any determination unless in all the circumstances such departure is productive of unfairness to the subject or to any alleged victim of misconduct within the College);
- (c) The subject has new material that it was not reasonably practicable for them to provide earlier in the process, which would be likely materially to have affected the outcome;
- (d) There was an error of interpretation of any of the provisions referred to in Appendix A or of this Procedure;
- (e) The decision that a breach of discipline was established was one which no reasonable decision-maker could have made;
- (f) The penalty imposed was disproportionate.

5.16. Any appeal must be made by sending a notice of appeal to president@trinity.ox.ac.uk within 7 days of notification of the Dean's decision. The notice of appeal must set out the ground(s) upon which the subject is appealing and explain why the subject considers that the particular ground of appeal is established. At the same time the subject should provide a copy of the Dean's decision under paragraph 5.12 above and any other documentary evidence which is relevant to their grounds of appeal.

5.17. The subject should state in their notice of appeal whether they are requesting an oral appeal meeting with the President.

5.18. The President may invite the subject to an appeal meeting, and will normally do so when the subject has requested it.

5.19. The President may: confirm the Dean's determination; confirm the Dean's determination as to breach of discipline but vary the penalty imposed in such a way that the variation is regarded by the subject as a reduction; require the Dean to reconsider their determination as to breach of discipline; reverse the determination of the Dean as to breach of discipline; or refer the report to a Disciplinary Panel under Part 6 below.

5.20. The President will determine the appeal as soon as reasonably practicable and will normally inform the subject of their decision, and the reasons for it, in writing within 7 days of the determination. The reporter will be informed of the decision.

5.21. If the appeal is not allowed the letter to the subject will explain that it is a Completion of Procedures letter which marks the end of the College process and that the subject has the right to seek review by the Office of the Independent Adjudicator and the time limit for doing so. The letter will also explain where and how the subject can access advice and support.

6. Formal Procedure for Major Breaches of Discipline

6.1. This section addresses the procedure which will be followed where the Dean refers a case to the

President for the purposes of convening a Disciplinary Panel.

62. Whilst the aim is to complete the process within 28 days of referral of the case to the President, it is likely to take longer in more complex cases.

Notice of Referral

63. The Dean may make a referral under this section where they consider that if the alleged breach of discipline is established, and the penalties set out in the paragraphs in Appendix A under the heading "Penalties for Minor Breaches of Discipline" may not be sufficient to address it.
64. A referral may be made at any stage after receipt of a report, including at any stage of an investigation under Part 5 above, prior to a determination being made.
65. On referring the report to the President the Dean will write to the subject informing them of the report, setting out the provision(s) of the College Code of Discipline alleged to have been breached, stating that the matter has been referred to the President under this part and that a Disciplinary Panel will be convened to consider the report.
66. In any case in which the Dean has determined that there are exceptional circumstances which warrant referral under paragraph 4.4 above the Dean shall provide reasons for that conclusion. The subject may appeal to the President against that determination by writing to the President within 3 working days, setting out the reasons for which they contend that the Dean's determination that there were exceptional circumstances was wrong. The President will consider the appeal on the papers and will allow the appeal if they consider that the Dean's conclusion was one which no reasonable decision-maker could have reached.

Appointment of Investigator, Disciplinary Panel and Case Manager

67. The President will normally appoint an Investigator to investigate the report. The appointment will normally be made within three working days of the referral, and in consultation with either the Dean or the Vice President or both. The Investigator may be a senior member of the College or an external Investigator, at the President's discretion. If an external investigator is employed, it is likely to take longer than three working days to put the arrangement in place.
68. The President will write to the subject and the reporter informing them of the identity of the Investigator and that if they have any objection to the appointment, they must set out the reasons for their objections in an email to president@trinity.ox.ac.uk within 2 working days. If the President, in consultation with either the Dean or the Vice President or both, considers that the grounds for objecting are reasonable, they will aim to appoint an alternative Investigator within 3 working days of the objection being made. The subject and the reporter will be notified of the identity of any replacement Investigator by email.
69. A Disciplinary Panel will consist of three people appointed by the President, in consultation with either the Dean or the Vice President or both, for the purposes of considering the report. Panel members must either be members of the College Governing Body, members of the Governing Body of another College of the University of Oxford, or be people who have been approved by the Governing Body as being suitable Disciplinary Panel members. The President will appoint one of the members as Chair of the Disciplinary Panel.
- 6.10. A Disciplinary Panel may be appointed to consider a single case or a group of cases. Where the President has referred more than one case involving the same subject the Disciplinary Panel may decide to consolidate the cases.
- 6.11 The President will write to the subject and the reporter informing them of the identities of proposed Disciplinary Panel members and stating that if they have any objection to the appointment of any

of the members, they must set out the reasons for their objections in an email to president@trinity.ox.ac.uk within 2 working days. If the President considers that the grounds for objecting are valid, they will aim to appoint an alternative panel member within 3 working days of the objection being made.

- 6.12 The College should identify a person (a 'case manager') who is responsible for setting out the case the College is bringing in the disciplinary procedure. That person should be separate from the investigator and the decision-maker in a serious misconduct case.

Investigation

- 6.13 The Investigator will gather such evidence and make such inquiries as appear to them to be proportionate and necessary to determine the issues in the case. This may include a search of College premises and requirements for students to provide any other evidence necessary to establish whether a breach of discipline occurred.
- 6.14 Any evidence obtained by the Dean for the purposes of their investigation of the report shall be provided to the Investigator.
- 6.15 The Investigator shall inform the subject of the case against them, and disclose all relevant evidence (including exculpatory evidence) to the subject, except where it is necessary to withhold information, such as the identity of a witness, to protect the rights of others, and where the Investigator considers that in the circumstances the need to protect such rights overrides the subject's need for the information in question.
- 6.16 The Investigator will give the subject the opportunity to respond to the case against them, including an opportunity to put forward oral and/or written or documentary evidence, and to make representations. Representations may include, but are not limited to, representations regarding any response to the allegation, justification, or excuse for the breach of discipline under investigation, and mitigating factors that may bear on disposal of the case. Such representations should normally be heard at a meeting in person between the subject and the Investigator, at which notes should be taken of the subject's representations. However, where the subject is out of residence at the time, or it is not reasonably practicable for representations to be made in person within a reasonable time, the opportunity to make representations online or in writing may be substituted at the discretion of the Investigator.
- 6.17 The Investigator will usually provide the reporter with the subject's evidence, or if appropriate a summary of the evidence, in response to the allegations or complaint. The Investigator will invite the reporter to comment on the evidence and to provide any further relevant evidence, whether oral or documentary.
- 6.18 A member of the administrative staff of the College will attend any meeting between the subject and other witnesses (including the reporter) and the Investigator. The member of staff will take notes of the meeting and/or the meeting may be recorded.
- 6.19 On completion of their investigation, the Investigator will provide a written report to the Disciplinary Panel and case manager including any written or documentary evidence and notes of meetings. The Investigator may (but is not obliged to) include a conclusion as to whether on the evidence a finding that the subject committed the breach(es) of discipline could be justified.
- 6.20 The decision-maker (whether the President or a panel) should consider in advance of any oral hearing how reliability and credibility are to be tested and, in particular, whether the reporter should be called to give evidence. If such a decision is made, the decision-maker should then consider what level of disclosure of evidence should be given to the reporter to ensure that the

proceedings are fair and effective. The reporter should be informed of the decisions that have been taken and the decisions should be reasoned.

Disciplinary Meeting

- 6.21 In advance of the meeting the decision-makers should be asked whether they need any assistance to ensure that they are able to conduct the proceedings in a manner which is fair.
- 6.22 The case manager will set out the College's case which, together with the investigator's report, will be considered by the Disciplinary Panel at a meeting which will normally be attended by the subject and the Investigator.
- 6.23 It is expected that all relevant witness evidence will have been obtained by the Investigator and will be contained in the Investigation report. In many cases it will not be necessary for the Disciplinary Panel to hear directly from witnesses in order to reach a decision. On receipt of the Investigation Report the Panel Chair will consider whether it would be appropriate to invite any witness, including the reporter, to attend the meeting.
- 6.24 If an investigator is asked to give evidence that is opinion evidence, the investigator should also be asked to set out their qualifications, skill and experience that are relevant to the opinion to be given.
- 6.25 The Chair will write to the subject informing them of the proposed date of the Disciplinary Meeting which will be no less than 14 days after the date of the email. The Chair will: set out the allegation against the subject, referring to the relevant provision(s) of the College Code of Discipline; provide a copy of the Investigator's Report and any other evidence which will be considered by the Disciplinary Panel; set out the names of the members of the Disciplinary Panel and anyone else who will be present for some or all of the meeting, identifying the capacity in which they will be attending; inform the subject of the right to be accompanied in accordance with paragraph 2.5 above; and inform the subject that they can expect the members of the Disciplinary Panel to ask them questions. The Chair will ask the subject to confirm their attendance at the meeting and whether they wish to call any witnesses. In the event that the subject is unable to attend the Disciplinary Meeting on the proposed date or chooses not attend they should write to the Chair promptly, providing reasons for their inability to attend and/or decision not to attend. The Chair may either propose an alternative date for the Disciplinary Meeting or may confirm that the Disciplinary Meeting will proceed on the proposed date and may proceed in the absence of the subject.
- 6.26 If the subject wishes to call witnesses to the Disciplinary Meeting, they must write to the Chair within 7 days identifying the witnesses and explaining the reasons why they consider attendance to be necessary. The Chair will consider whether it is appropriate for those witnesses to attend the Disciplinary Meeting to give evidence.
- 6.27 If the Chair decides that it would be appropriate to invite witnesses to the Disciplinary Meeting, they will consider whether any particular arrangements are required to safeguard the interests of the witnesses. Such arrangements may be put in place at the discretion of the Chair but may include: separate waiting areas for the reporter and the subject; the reporter bringing a supporter to sit with them while addressing the Panel and answering questions; the reporter addressing the Panel from behind a screen; the reporter responding to questions via online-link from a different location. Such measures are likely to be required in sexual misconduct cases.
- 6.28 The Chair will determine the procedure for the hearing, so as to ensure a hearing that is fair, and, so far as possible in view of the seriousness of the case, informal and flexible. The subject may make oral and/or written representations to the Disciplinary Panel, and the Panel may ask questions of the subject, the Investigator and any witnesses.

- 6.29 The subject will not be permitted to ask questions directly, but will be provided with the opportunity to put questions to witnesses through the Chair. Where the reporter attends the hearing, the Chair will ensure that the reporter and the subject have an appropriate opportunity to comment on any evidence the other has provided.
- 6.30 A member of the administrative staff of the College will attend and take notes of the meeting, and/or the meeting may be recorded.
- 6.31 After the Disciplinary Meeting the Disciplinary Panel will deliberate in the absence of any other person, apart from the note-taker. Before determining whether a breach of discipline has been established it will satisfy itself that reasonable and proportionate efforts have been made by the Investigator to obtain the relevant evidence which is necessary to determine the issues in the case from the subject and from others, whether orally or in writing; assess the relevance, reliability and credibility of the evidence; satisfy itself that the subject has had a fair opportunity to answer the case against them; satisfy itself from the evidence obtained that, on the balance of probabilities, it has been shown that the breach of discipline was committed by the subject; and identify the form of disposal which it is minded to adopt, subject to further representations by the subject.
- 6.32 Decisions of the Disciplinary Panel shall be made by a simple majority vote.
- 6.33 If the Disciplinary Panel determines that a breach of discipline has been established, it will notify the subject promptly, and in any event within 7 days of that determination, the reasons for it, and the disposal it is minded to adopt. It will invite the subject to make representations to the Disciplinary Panel within 3 working days of notification of the determination, regarding the appropriate disposal. Such representations may be made orally or in writing, at the choice of the subject. The Disciplinary Panel may also request the provision of a written statement of the impact of the subject's conduct from the reporter or any other person.
- 6.34 The Disciplinary Panel may impose any penalty or combination of penalties set out in Appendix A(II). It may also make a conditional determination. It will consider the range of available penalties and impose a penalty, or conditional determination, that is appropriate and proportionate in all the circumstances.
- 6.35 The Panel shall report its determination and disposal to the President as soon as possible, supported by written reasons. Notice of the Panel's determination and disposal will be given in writing to the subject by the President within 3 working days of receipt of the Panel's report, supported by a copy of the Panel's report. The decision letter will inform the subject of their right of appeal and of the matters set out in paragraphs 7.2 to 7.5 below. The reporter will be informed of the outcome of the proceedings.

7. Appeals following Disciplinary Panel proceedings

- 7.1 The subject may appeal against any determination of a Disciplinary Panel that involves the imposition of a penalty and against any penalty imposed.
- 7.2 The appeal is a review of the Disciplinary Panel decision and is limited to the grounds set out in paragraph 7.4 below.
- 7.3 Any disciplinary measures appealed against do not come into effect pending determination of the appeal. It is, however, still possible for a student to meet any conditions specified in the disciplinary measure or conditional determination and hence to terminate the measure, while the appeal is pending. Precautionary measures may continue to apply pending the determination of an appeal.

Notice of Appeal

74. The grounds upon which a subject may appeal are that:

- (a) There was bias, or a reasonable perception of bias, during the procedure;
- (b) There was unfairness or a failure to follow this Procedure (noting that any departure from the processes in this policy will not invalidate any determination unless in all the circumstances such departure is productive of unfairness to the subject or to any alleged victim of misconduct within the College);
- (c) The subject has new material that it was not reasonably practicable for them to provide to provide earlier in the process, that would have been likely to make a material difference to the outcome;
- (d) There was an error of interpretation of any of the provisions referred to in Appendix A or of this Procedure;
- (e) The decision that a breach of discipline was established was one which no reasonable decision-maker could have made; and/or
- (f) The penalty imposed was disproportionate.

75. Any appeal must be made by sending a notice of appeal to president@trinity.ox.ac.uk within 7 days of notification of the Disciplinary Panel's determination. The notice of appeal must set out the ground(s) upon which the subject is appealing and explain why the subject considers that the particular ground of appeal is established. At the same time the subject should provide a copy of the Disciplinary Panel's reasoned determination and any other documentary evidence which is relevant to their grounds of appeal.

The Appeal Committee

76. An appeal under this Part is to be heard by a Non-Academic Disciplinary Appeal Committee.

77. An Appeal Committee will consist of three people appointed by the President for the purposes of considering the appeal constituted in accordance with paragraph 7.8 below. The President will appoint one of the members as Chair of the Appeal Committee.

78. The Appeal Committee may comprise:

- a) one Fellow of the College of suitable seniority and experience holding an academic post; and
- b) any two, or any three if the President does not appoint a Fellow under paragraph (a) above, of the following in any combination:
 - i. Fellows of the College who hold academic posts (but who need not be members of the Governing Body);
 - ii. Fellows of the College who are members of the Governing Body (but who need not hold academic posts);
 - iii. Members of another College or other Colleges of the University of Oxford who (apart from the fact that they are members of another College) fall under the descriptions in (i) – (ii) above;
 - iv. Any other person who has been approved for this purpose by Governing Body.

79. The Appeal Committee will be assisted by a member of College staff who will act as Secretary to the Appeal Committee ('the Secretary').
- 7.10. The President will write to the subject and the reporter informing them of the identities of proposed Appeal Committee members and stating that if they have any objection to the appointment of any of the members they must set out the reasons for their objections in an email to president@trinity.ox.ac.uk within 2 working days. If the President considers that the grounds for objecting are reasonable they will aim to appoint an alternative panel member within 3 working days of the objection being made.

Consideration of the Appeal

- 7.11. The President will nominate a person ('the College Representative') to make a case before the Appeal Committee in support of the implementation of the disciplinary measure. Within 3 working days of their appointment, the College Representative will provide to the subject and the Secretary a written response to the grounds of appeal. The response must state whether the College Representative is requesting an oral hearing. Any request must be supported by reasons. The reporter will be notified that an appeal has been commenced.
- 7.12. Within 2 working days of the College response the subject must confirm in writing whether they are requesting an oral hearing. Any request must be supported by reasons.
- 7.13. The Appeal Committee Chair will determine whether an oral hearing is appropriate and, if it is, the Secretary will fix a date for a hearing. The hearing will normally take place no later than 14 days after the appointment of the Appeal Committee. The date should be fixed in consultation with the subject, the College Representative, and the members of the Appeal Committee.
- 7.14. At least 7 days before the hearing the Secretary will
- a) write to the Appeal Committee members, the subject, and the College Representative to confirm the date, time, and location of the hearing;
 - b) provide the Appeal Committee members, the subject, and the College Representative with a bundle containing all documents relevant to the appeal.
- 7.15. If the subject or the College Representative wishes the Appeal Committee to take account of any additional material or written submissions, copies must be provided to the Secretary at least 5 days before the hearing. The Secretary will ensure that it is circulated to the Appeal Committee and the other party (College Representative or subject) as soon as possible. Any documentation submitted after this time will not be considered by the Appeal Committee unless the Chair decides that exceptional circumstances warrant its inclusion.
- 7.16. The Appeal Committee Chair will determine the procedure for the hearing of the appeal, so as to ensure a hearing that is fair, and, so far as possible in view of the seriousness of the case, informal and flexible. If (exceptionally) any witnesses are heard, questions will be asked of them by the members of the Appeal Committee.
- 7.17. The Appeal Committee members will deliberate on their decision following any hearing. Where the appeal is considered without a hearing the Appeal Committee members will meet to deliberate and will be provided by the Secretary with the documents set out in paragraph 7.14 above. The Secretary will provide the subject and the College Representative with at least 7 days notice of the date on which the Appeal Committee will meet and any additional material must be submitted in accordance with paragraph 7.15 above.
- 7.18. The appeal will be determined by a simple majority vote.

719. The decision of the Appeal Committee shall be provided in writing to the President, the subject, and the College Representative within 7 days of the conclusion of any hearing. The Appeal Committee will produce a written report setting out its conclusions and the reasons for them. In case of a majority decision, the decision and the reasons will be those of the majority. The reporter will be notified of the outcome.
720. The Appeal Committee may uphold the implementation of the disciplinary penalty, vary the conditions of its implementation, require those conditions to be satisfied afresh, set aside the penalty and remit the matter to the Disciplinary Panel, or substitute any alternative disposal which was open to the Disciplinary Panel. An Appeal Committee may impose a more severe disciplinary measure than that which was imposed by the Disciplinary Panel.
721. The decision of the Appeal Committee is final and not open to further appeal within the College.
722. If the appeal is not allowed, the letter to the subject will explain that it is a Completion of Procedures letter which marks the end of the College process and that the subject has the right to seek review by the Office of the Independent Adjudicator and the time limit for doing so. The letter will also explain where and how the subject can access advice and support.

8. Appeal in relation to breach of conditions

81. If conditions are attached to any disposal under Appendix A(II) and the Dean considers that the subject has failed to meet those conditions, notice of that failure and of the consequences as determined by the terms of the disposal will be given in writing to the subject by the Dean within 3 working days of the failure having come to the attention of the Dean. In the case of a dispute about whether the conditions specified in a disciplinary penalty or conditional determination have been met by the subject, the appeal procedure under this Part applies.
82. The subject may appeal against the coming into effect of the consequences of any failure to meet a condition specified in a penalty or conditional determination, on one or both of the following grounds:
- a) that the Dean was wrong to conclude that the subject failed to meet the condition; or
 - b) that the subject's failure to meet the condition was excusable.
83. The subject exercises the right of appeal under this provision by giving notice of appeal in writing to the President within 7 days of receipt by the subject of notice under paragraph 8.1 above of their failure to meet the condition.
84. The appeal, which will be a rehearing, will be referred by the President to a Disciplinary Panel constituted in accordance with Part 6 above and the procedure under Part 6 will be followed.

APPENDIX A

(I) THE CODE OF DISCIPLINE

All members of the College are expected to adhere to the regulations concerning behaviour that are set out in the [College Handbook](#) (which includes the Trinity College Code of Conduct and detailed rules regarding various aspects of college life which may be updated from time to time without notice). In addition, no student shall:

1. Disrupt or attempt to disrupt teaching or study or research or the administrative, sporting, social or other activities of the College, or disrupt or attempt to disrupt the lawful exercise of the freedom of speech by members, students, and employees at College and by visiting speakers, or obstruct or attempt to obstruct any employee or agent of the College in the performance of his or her duties;
2. Damage or deface any property of the College or of any member, officer or employee of the College, or knowingly misappropriate such property;
3. Occupy or use or attempt to occupy or use any property or facilities of the College except as may be authorised by the University or College authorities concerned;
4. Forge or falsify expressly or impliedly any University or College certificate or document or knowingly make false statements concerning standing or results obtained in examination;
5. Engage in any activity likely to cause injury or to impair safety;
6. Engage in violent, indecent, disorderly, threatening or offensive behaviour or language;
7. Engage in discrimination against, or harassment or victimisation of any member, visitor, employee or agent of the College;
8. Engage in any fraudulent or dishonest behaviour towards the College or its members, officers, employees or agents;
9. Refuse to disclose their name to an officer or an employee or agent of the College in circumstances where such persons have identified themselves and explained the reason for disclosure and it is reasonable to require the name to be given;
10. Use, offer or sell or give to any person drugs, the possession or use of which is illegal;
11. Engage in conduct in breach of the Current Statutes and Regulations of the University as published from time to time;
12. Engage in conduct in breach of College regulations regarding conduct in examinations;
13. Engage in conduct in breach of College regulations regarding the use of the College library;
14. Engage in any other conduct which is prohibited in the College Handbook or which is seriously detrimental to the interests of the College;
15. Bring the College into disrepute;
16. Commit a serious breach of the College's health and safety rules.

The above list is intended as a guide and is not exhaustive. None of the requirements above shall infringe

upon the lawful exercise of the right of peaceful protest.

(II) PENALTIES

The penalties which may be imposed in respect of a breach of the College Code of Discipline include one or more of the following:

Penalties for Minor Breaches of Discipline

1. A requirement that the subject apologise, orally or in writing, to the College or to named individuals
2. A requirement that the subject undertake specified training
3. A requirement that the subject produce a written reflection
4. A warning, which will remain on the subject's disciplinary record for a specified period. A first written warning will usually remain active for 6 months and a final written warning will usually remain active for 12 months. In exceptional cases verging on serious misconduct a final written warning may state that it will remain active indefinitely. Written warnings will set out the nature of the misconduct, the change in behaviour required, the period for which the warning will remain active, and the likely consequences of further misconduct in that active period. After the active period, the warning will remain permanently on the student's personal file but will be disregarded in deciding the outcome of future disciplinary proceedings.
5. A ban, not exceeding 28 days, from any specified College locations, facilities, events or services.
6. Service on College premises, of up to 20 hours, so scheduled as to give priority to the subject's academic work.
7. A fine of up to £500, so calculated so as not to expose the subject to disproportionate hardship.
8. A requirement to move to alternative College-provided living accommodation.
9. A requirement to move from out of College-provided living accommodation, subject to the terms of any tenancy agreement.
10. Removal of a scholarship or exhibition.
11. A requirement to pay compensation for injury or damage.
12. A requirement to dissolve a College society or amend the rules or practices where these are deemed to be in conflict with the College Code of Conduct.
13. Any other penalty indicated in the Handbook.

Penalties for Major Breaches of Discipline

14. A ban, for a period of up to one academic year, from any College premises other than by prior consent for academic purposes and/or from residing in College accommodation with or without conditions that need to be satisfied before a return to the College premises and/or accommodation; or
15. A ban, for a period of up to one academic year, from any College premises other than by prior consent for academic purposes and/or from residing in College accommodation unless certain conditions are satisfied, with or without further conditions that need to be satisfied before a return to the College premises and/or accommodation; or
16. Suspension from the College for a period of up to one academic year, with or without conditions that need be satisfied before return to College; or
17. Suspension from the College for a period of up to one academic year unless certain conditions are satisfied, with or without further conditions that need to be satisfied before return to College; or

[Suspension from the College will lead to suspension from the University]

18. Expulsion from the College unless certain conditions are satisfied; or
19. Expulsion from the College

Criminal Offences.

It shall be breach of College rules for students to be convicted of a criminal offence of such seriousness that an immediate term of imprisonment may be imposed. In the event that a student is convicted of a criminal offence capable of attracting an immediate sentence of imprisonment (a relevant conviction), the Governing Body may, after taking into account any representations made by or on behalf of the student, determine that the student be expelled or made subject to such lesser penalty (if any) as it thinks fit.

University offences.

In the event that a student is expelled by the University, such expulsion shall apply to the College also, subject to a right of appeal to the Governing Body. In the event that a student is disciplined by the University for conduct in breach of College and/or University Statutes or Regulations, a penalty of suspension imposed by the University shall apply also to College premises and facilities, subject to a right of appeal to the Governing Body.

Conditional determination

The Dean or a Disciplinary Panel may also dispose of the case by making a conditional determination that there should be no penalty so long as certain conditions are satisfied.

Conditions

The conditions that may be attached to a penalty under the paragraphs above, or to a conditional determination include:

- a) that the subject is to commit no breach of the Code of Discipline of any type or of any specified type for a specified period or indefinitely;
- b) that the subject is to report to the Dean at such intervals and for such period as the Dean and/or Disciplinary Panel may determine with a view to keeping the subject's conduct under review and for the purposes of which review the subject's assent to a conduct agreement may be required;
- c) that the subject is to take some other reasonable step or steps specified in the disposal, the step or steps to be taken before a specified date, provided that the step will not be one designed to penalise the student.

Costs

The Dean may always pass on to a student any costs incurred by the College as a direct consequence of the breach of discipline, for example the cost of removing graffiti. This does not include costs attributable to investigating and establishing the breach of discipline, or legal fees.

Approach to disposal

When reaching a decision as to what penalty to impose, or specify in a conditional determination, the Dean or Disciplinary Panel will dispose of the case in a manner which is proportionate to the circumstances of the breach of discipline and the subject. The penalty imposed shall take into account all the circumstances of the case and of the student as well as the interests of the College, as determined by the Dean or other relevant College Officer.

Relevant factors may include (without limitation):

- The seriousness of the breach of discipline
- The degree of harm caused to any victim, including the College
- The subject's previous disciplinary record
- Whether or not the subject has co-operated with the investigation
- The degree of insight shown by the subject
- The existence of mitigating or aggravating factors
- In the case of a financial penalty, the subject's financial position

Mitigating factors may include (without limitation):

- The subject has apologised to any victim
- It is the subject's first breach of discipline
- The subject admitted the breach of discipline at the earliest opportunity
- The subject has expressed remorse

- The subject has compelling circumstances that affected their judgment

Aggravating factors may include (without limitation):

- Any failure to co-operate with investigatory or risk assessment processes
- Where the conduct was motivated by protected characteristics or perceived protected Characteristics
- Repeated breaches of the same or similar provisions of the Code of Discipline

APPENDIX B

APPLICATION OF THE PROCEDURE

- 1) This Procedure applies to any current or suspended student of Trinity College, whether undergraduate or graduate, any visiting student, common awards student, associate member of the JCR or MCR, and whether in residence or out of residence at the time, who is alleged to have breached the College Code of Discipline as set out in Appendix A.
- 2) An alleged breach of the College Code of Discipline may be the subject of disciplinary steps under the Procedure only if the subject is alleged to have committed the alleged breach in their capacity as a Member of the College. A breach of discipline will be treated as having been committed in that capacity if:
 - a) it was committed on or near College premises; or
 - b) it was committed on or near the premises of another college or on or near University premises and a reasonable request is received from the Dean or other competent official of that other college, or from the University Proctors or the Head of a University Department or the Chair of a University Faculty Board as the case may be, to deal with the matter as an offence against College discipline; or
 - c) it was committed during College activities away from College premises; or
 - d) it was committed when studying at a partner organisation; or
 - e) it was committed on social media against any other Member of the College; or
 - f) it threatens to bring the College into disrepute among reasonable people; or
 - g) it was committed by the use of College facilities (such as computer networks) or privileges (such as intercollegiate internal mail); or
 - h) it was committed by the use of University facilities (such as computer networks) or privileges (such as a University Card) and a reasonable request is received from the University Proctors to deal with the matter as an offence against College discipline; or
 - i) it was committed against the College or any other Member of the College.
- 3) Reports about medical students and PGCE students may be subject to preliminary consideration by the relevant University Department under Fitness to Practise procedures and may also be considered by that Department after the completion of a disciplinary procedure in College. The Department may impose precautionary measures pending the outcome of investigation under this procedure.

Other College Policies

- 4) Where this Procedure applies, and the subject's situation also constitutes a proper basis for steps to be taken under another policy or procedure of the College (for example the College's fitness to study procedure), and the responsible person in College for that other procedure confirms that a report has

been made about the student under the other procedure or that steps under that other policy or procedure are anticipated or have been proposed or initiated, the responsible College officers under each policy or procedure will together determine, in consultation with the subject, whether all steps should be consolidated so that they are taken under a single policy or procedure, provided that such a consolidation may not have the effect of depriving the subject of an avenue of appeal that they would otherwise have enjoyed. In the event of disagreement as to the appropriateness of a consolidation, the final determination is to be made by the President. The responsible officer of the College for the purpose of this procedure is the Dean.

University Policies

5) Where this Procedure applies and the subject's situation also constitutes a proper basis for disciplinary steps to be taken by the University Proctors, and such steps have been proposed or initiated, any steps proposed or initiated under this procedure may be stayed until the conclusion of Proctorial proceedings. Disciplinary steps may subsequently be taken under this Procedure notwithstanding that Proctorial proceedings have been discontinued or that Proctorial charges have been dismissed, and no finding of fact by the Proctors or absence of any such finding will bind the College.

Behaviour which could constitute a criminal offence

6) Where this Procedure applies and the subject's situation also constitutes a proper basis for investigation by the police or by any other public authority, or for any other steps to be taken towards prosecution in the criminal courts, and such steps have been proposed or initiated (or their imminent proposal or initiation can reasonably be foreseen), any steps proposed or initiated under this Procedure will usually be stayed until the conclusion or abandonment of the investigation or prosecution.

7) Where the alleged victim of an alleged criminal offence is a Member of the College, the College will ensure that person is signposted to appropriate support, including supporting them in their decision about reporting the matter to police.

8) Disciplinary steps may subsequently be taken under this Procedure notwithstanding that criminal proceedings have not been commenced or have been discontinued or that criminal charges have been dismissed. The College will not treat discontinuance or dismissal of such proceedings as evidence that the subject did not breach the Code of Discipline in the manner alleged.

9) The fact that proceedings under this Procedure are stayed pending the outcome of criminal investigation or prosecution will not prevent the Dean from taking safeguarding and/or precautionary measures referred to in paragraphs 1.6 and 4.4 of this Procedure.

10) Where a student is found guilty of a breach of University regulations or a criminal offence, the College may subsequently pursue the same matter under this procedure and attach its own penalty to the same breach or offence, making due allowance for any penalty or other measure already imposed by the Proctors or by the courts. The College also retains the right, following any Proctorial finding against or criminal conviction of the student as well as in any other circumstances, to take steps to ensure the peace of the College and the safety of its members, which are not regulated by this Procedure.

APPENDIX C

DEFINITIONS

For the purposes of the rules, the following words should have the following meanings:

“College” means Trinity College;

“University” means University of Oxford;

“Member of the College” for the purpose of this procedure includes the current President and any other College office-holder, current Fellow, current student, associate member of the College Senior Common Room (SCR), Middle Common Room (MCR) or Junior Common Room (JCR), and employee of the College;

‘Student’ shall include any person who is registered as a student of the College whether for a degree or diploma or otherwise.

‘Dean’ means the Dean of Trinity College;

“President” means the President of Trinity College;

‘Disciplinary Panel’ means a panel convened in accordance with Part 6;

‘Appeal Committee’ means a Non-Academic Disciplinary Appeal Committee convened in accordance with Part 7;

‘Procedure’ means this Non-Academic Disciplinary Procedure;

‘breach of discipline’ means a breach of the rules set out the College Code of Discipline and contained in the provisions specified in Appendix A(I);

“reporter” means a person who submits a report under paragraph 4.1;

“subject” means a student who is alleged to have breached the College Code of Discipline;

‘expulsion’ by the College shall mean the permanent loss of membership of the College;

‘banning’ by the College shall mean a withdrawal of the right of access to specified premises or facilities for a fixed period or pending the fulfilment of certain conditions;

‘Suspension’ by the College shall mean a withdrawal of a right of access to all of the premises or facilities of the College (including tuition) for a fixed period, or indefinitely, pending the fulfilment of certain conditions, or where action is taken as an interim measure pending further investigation;

‘Harassment’ is any unwanted physical, verbal or non-verbal conduct related to a relevant protected characteristic as defined under the Equality Act of 201 (Section 26) that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. A single incident may amount to harassment. (See the College’s separate Policy on Harassment);

‘Victimisation’ is treating a person less favourably because they have submitted a complaint under the Trinity Code of Conduct.