

<b>Subject:</b>	<b>Student Conduct and Discipline Rules</b>		
<b>Version:</b>	V8-231031	<b>Supersedes:</b>	V7.2-221010
<i>This document is issued and controlled by the Head of Academic Professional Services and Quality. Approval for changes may only be given by the Director or a nominee appointed by the Director in their absence. This is a controlled electronic document, is subject to updates, and must not be copied.</i>			

## Contents

1. Introduction .....	2
2. Rationale for Student Conduct and Discipline Rules .....	3
3. Scope of the Student Conduct and Discipline Rules .....	4
4. Types of Student Misconduct and Consequences / Applicable penalties .....	8
5. The Disciplinary Process.....	15
6. Stage 1: Early Resolution and Reporting .....	16
7. Stage 2: Investigation .....	18
8. Stage 3: Disciplinary Committee Hearing .....	18
9. Stage 4: Appeal.....	19
10. Warning Point Systems .....	20
11. Misconduct which is also a criminal offence.....	21
12. Procedures for Misconduct Which May Constitute a Criminal Offence.....	22
APPENDICES .....	26

## 1. Introduction

- 1.1. This statement has been adapted from Middlesex University's 'Student Conduct and Discipline Rules' for the Dubai campus. The latest version of Middlesex UK's policy is available at: <https://www.mdx.ac.uk/about-us/policies>
- 1.2. It is important to note that Middlesex University Dubai operates within the context of Dubai Knowledge Park/ Dubai International Academic City (a managed government education free zone). Dubai Knowledge Park (DKP)/ Dubai International Academic City (DIAC) provide all infrastructural and facilities support and management and are directly in charge of all 'Shared Facilities' including but not limited to the food court(s), the DKP/DIAC campus grounds, the DKP/DIAC recreation areas, internal roads, infrastructure, and all other common assets.
- 1.3. Students, especially those coming to Dubai for the first time, may find that the laws and customs of the United Arab Emirates are very different from those in their home countries. We advise all residents to be aware of them and ensure they are respected. In the UAE, there may be severe penalties for doing something that might not be illegal elsewhere. You are strongly advised to familiarise yourself with and respect local laws and customs. The UK Government's website offers helpful advice at: [www.gov.uk/foreign-travel-advice/united-arab-emirates/local-laws-and-customs](http://www.gov.uk/foreign-travel-advice/united-arab-emirates/local-laws-and-customs) regarding local laws and customs and a more detailed 'Living in the United Arab Emirates' guidance available at [www.gov.uk/guidance/living-in-the-united-arab-emirates](http://www.gov.uk/guidance/living-in-the-united-arab-emirates). Please refer to the information on our website at <https://www.mdx.ac.ae/prospective-students/international-students/local-laws-customs> for additional information.
- 1.4. DKP/DIAC has its own 'Shared Facility Policy Statement on Student Discipline', which all students enrolled at Middlesex University Dubai are obliged to comply with. The latest version of the policy is available online at <https://www.mdx.ac.ae/about-us/university-regulations/student-conduct-and-discipline-rules>.
- 1.5. As a Middlesex student, you are expected to conduct yourself at all times in a manner that demonstrates respect for the university, your fellow students and its staff and complies with the laws and regulations of the UAE, the Government of Dubai and the DKP/DIAC. You are an ambassador for the University. You are expected to behave in a way that respects the reputation of the university and all of its students and graduates, which is sensitive to our culturally diverse environment. With the support of the university, you are encouraged to engage actively in the learning process, be fully committed to your studies and determined to succeed, and engage with cultural, athletic and community extra-curricular and co-curricular activities.
- 1.6. This policy describes the University's process for dealing with incidents of misconduct. Within the rules, types of misconduct and consequences are described, as is the warning and sanction system.

## 2. Rationale for Student Conduct and Discipline Rules

- 2.1. The present Rules have been adopted to provide fair and orderly procedures for maintaining appropriate student conduct and behaviour whilst enrolled at the University. The rules and regulations of the University, which require students to conduct themselves respectfully and enable the University to discipline students in the event of misconduct, form part of the terms of the contract between the students and the university to which the students become a party upon their enrolment to the University.
  - 2.2. These rules should also be read in conjunction with the Student Charter (<https://unihub.mdx.ac.uk/student-life/student-charter>), which sets out what a student can expect from the University; what the University expects from each student.
  - 2.3. The Rules will be used to protect the right of all students to participate in activities, debates and discussions either directly related to their study programmes or matters of the wider community and public interest. Equally, all students are expected to respect the rights of others to study, to work, and participate freely in the life of the university and respect the laws and cultural values and traditions of the United Arab Emirates (see <https://www.mdx.ac.ae/prospective-students/international-students/local-laws-customs>). This is consistent with the University's mission statement and with the customs of higher education institutions.
  - 2.4. It is the responsibility of each student to be aware of the policies and expectations that the University has for individual action.
  - 2.5. The University recognises that visitors can make an essential contribution to the life and work of the University and that visitors themselves can benefit from contact with our students and staff members. At the same time, we acknowledge that our first duty is to the safety of our students and staff members. Hence, students and staff members will ensure that visitors:
    - serve a clear educational purpose
    - are aware of relevant University policies and procedures
    - report to the main reception at DKP (Block 16, Ground Floor, Middlesex University Dubai) or at the main reception at DIAC (Building 10, 5<sup>th</sup> Floor, Office 501, Middlesex University Dubai) and complete visitor registration process (unless accompanied throughout the duration of their visit by a fulltime staff member of Middlesex University Dubai)
    - are aware of emergency procedures and contact information
- Any visitor not recognised by staff members and/or Security Officers can be asked to identify themselves, questioned about the purpose of their visit, and if necessary, be asked to leave. Students and members of the University community who violate these requirements can face disciplinary and other penalties for the actions of their guests.
- 2.6. The University is committed to treating all students fairly, with impartiality and without bias, and not to make presumptions before collating evidence. The University has regard to the various duties and obligations that it has to all students, particularly applying the principles of fairness, such as the right to a fair hearing before an impartial decision-maker. A matter will only warrant disciplinary action where there is sufficient and appropriate evidence of misconduct.

- 2.7.** These Rules intend to encourage the development of mutual respect between all members of the university community. To this end, it is essential that students exercise their rights responsibly and with respect for others and contribute to the orderly running of the institution as a whole. This is the context in which these rules and procedures should be read and used.
- 2.8.** The Rules are set out in clear stages to be a guide to students and to staff. Except in the case of serious offences, the penalties are intended to operate as a series of warnings, with authority to suspend or expel a student from the University being reserved to the Director (or nominee).
- 2.9.** Students found to be present while any violation(s) are occurring may be considered participants and/or complicit in the violation(s) and may also be subject to disciplinary action. Similarly, possessing information or knowledge by a student of an occurrence or potential occurrence of a violation and deliberately not reporting this to the relevant University staff members can be considered as complicit in the offence and can lead to disciplinary action.
- 2.10.** The Student Conduct and Discipline rules operate within the Care and Concern procedure, which addresses non-academic concerns regarding a student. For more details, refer to <https://www.mdx.ac.ae/life-at-university/care-and-concern>.
- 2.11.** Shared Responsibility for Safety: Our security depends on members of the University community working together to promote a safety-conscious community. Only designated entry/exit points and entrances should be used to access the University. Security Officers, including those of Dubai Knowledge Park (DKP) authority and those of Dubai International Academic City (DIAC) authority, can ask to verify the identity of any students and their guests (where permitted) at the entrances and conduct a search of items carried into or out of the University facilities. Members of the University community are expected to be vigilant about security and report any incidents to our Security Officers and/or other University staff member.
- 2.12.** *Access Control:* Students must carry their Middlesex University Student ID Card with them while on University premises. If asked to identify themselves, present the Card to University staff members. Failure to do so is a violation of this Code and can lead to the imposition of penalties. Certain areas of the University (for example, some labs, studios, Hub 19) require scanning the Student ID Card and/or biometric verification to gain access. Students will need to register on this system at the time of enrolment. Sharing access with anyone (including other students) without express permission from University staff is considered a violation of this Code. Tampering with any security equipment, CCTV cameras, access equipment (including key cards), and fingerprint readers is a serious violation.
- 2.13.** *CCTV Cameras and Security:* The University will solely decide to determine the location of such surveillance equipment. Surveillance recordings will not be shown to anyone other than *Security Officers and authorised University personnel unless approved by the Director's Office and/or deemed necessary for statutory, legal and safety purposes.*
- 2.14.** Students shall update on UniHub their term-time and permanent addresses within seven days of any change to those addresses. They should also inform Campus Central should they depart the University before the scheduled end of their programmes.

### 3. Scope of the Student Conduct and Discipline Rules

- 3.1.** Action taken under these Rules shall supersede any action taken under any other rules relating to the conduct of those enrolled with the University.
- 3.2.** Students accept, subject to their signed agreement as part of the enrolment process each year, that they will comply with:
- the code of conduct, the rules for discipline, or such other lawful regulations or directions, as may at any time be made or given by or on behalf of the Director (or nominee) concerning the conduct or management of the University, being regulations or directions, either notified to the student individually or displayed within the University wherever general notices to students are usually displayed.
- 3.3** Students shall observe all lawful regulations or directions about their attendance and their studies which may be made or given by the staff of the University acting by authority of the Director. Breach of the provisions of the Policies, Codes, Rules and Regulations of the University or failure to comply with a previously imposed warning under this Code or any other Policies, Codes, Rules and Regulations of the University will result in disciplinary action.
- 3.3.** Students shall observe all lawful regulations or directions about the effective organisation and management of the University, which may be made or given by the staff of or contractors to the University acting by authority of the Director (for example, regulations or directions about safety, car parking, the occupancy of residential accommodation, the use of the Library, Library Silent Study, and Library Individual Study, the use of facilities for computing, sport, refreshments, entertainment events, participation in fieldwork and study trips and the payment of fees and charges). This includes the Codes of Conduct that are expected to be observed in specific scenarios and facilities, highlighted in the Appendices. In Dubai, students shall abide by the rules, regulations or procedures which may be made by competent authorities such as DKP/DIAC, who provide all infrastructural and facilities support and management and are directly in charge of all 'Shared Facilities' including but not limited to the food court(s), the DKP/DIAC campus grounds, the DKP/DIAC recreation areas, internal roads, infrastructure, and all other common assets.
- 3.4.** A breach of these Rules shall constitute misconduct if it takes place on University property or premises or elsewhere if the student concerned was involved in a University activity, was representing the University or was present at that place by virtue of their status as a student of the University, including any work placement.
- 3.5.** It shall also constitute misconduct in any location whatsoever if the actions bring the good name of the University into disrepute.

- 3.6.** The Student Conduct and Discipline Rules extend to alleged misconduct by a student occurring on or off university premises (including via social media and online learning environments) where the alleged victim is the University itself, a student or employee of the University or others visiting, working or studying at the University and to alleged misconduct occurring during university activities (including placements and field trips).
- 3.7.** The University is committed to putting in place measures to ensure students are dealt with fairly and impartially. Part of this commitment includes the ability to bring representation to meetings under this policy and our commitment to enable students to continue with their studies wherever possible.
- 3.8.** This policy/procedure is related to Middlesex University provision at our London and overseas campuses. The principles will apply in all cases, but where appropriate local structures and requirements will be agreed as exceptions to operational practice.
- 3.9.** Notification to Parents and/or Guardians: The University may notify parents or guardians of students in the following cases:
- Violations relating to alcohol, drugs and banned substances which could lead to criminal investigations by appropriate law enforcement authorities
  - Serious violations judged by the University to be egregious to indicate that the student's safety or health may be at risk or that the student may have placed others at risk.
  - Violations of the Code that result in the student's removal from the Halls of Residences or suspension or expulsion from the University.
  - Repeated violations of the Code which may cause an accumulation of points that could lead to expulsion.
  - Violations of the Code that result in knowledge of medical conditions that could result in the threat of violence directed against self, others or University property
- 3.10.** Definitions:
- 'Suspension' is a temporary precautionary measure to forbidding attendance at/or access to the University (including the Residences) and any participation in University activities, but it may be subject to qualification, such as permission to attend for the purpose of assessment.
  - 'Exclusion' involves a selective restriction on attendance at or access to the University or prohibition on exercising the functions or duties of any office or committee membership in the University or the Students' Union, the exact details to be specified in writing.
  - 'Expulsion' involves the permanent withdrawal of the student from all activities concerned with the University.
  - 'Risk Assessment' is an assessment carried out in accordance with section 3.14 (Readmission Risk Assessment) below to evaluate what, if any, risks there might be in allowing a former student to be readmitted to the University for any course offered by the University.
  - 'Reporting' student refers to the person who reports the alleged breach of the Student Conduct and Discipline Rules.
  - 'Reported' student refers to the person alleged to have breached the Student Conduct and Discipline Rules.

### 3.11. Evidence

Evidence is:

- a. any statements and other supporting information received from the reporting student(s);
- b. any statements and other supporting information received from the reported student(s);
- c. any statements and other supporting information received from other witnesses.

The reporting student must submit some evidence and can highlight if they want to share the evidence with the reported student or not. However, the University will decide to reveal or not the evidence to the reported student. The reporting student can choose to make an anonymous complaint.

We do not consider character references as evidence.

Failure to provide any requested information may result in the University being unable to investigate the alleged non-academic misconduct. It is the responsibility of the reporting student to co-operate fully with the University.

### 3.12. Timeliness

The university will generally conclude the alleged non-academic misconduct within 90 calendar days of the start of the investigation stage.

### 3.13. Readmission Risk Assessment

- a. The Director (or nominee) will identify an appropriate panel of staff to carry out the Risk Assessment.
- b. The panel's evaluation will take into account all information that it considers is relevant to the Risk Assessment, including how serious the previous misconduct was. The panel may request a meeting with the former student and/or other relevant individuals. The panel may decide the following outcomes when it has completed the Risk Assessment:
  - Conclude that there is no risk to the applicant being readmitted;
  - Reject the student's application for admission based on the assessed risk(s) to admission and conclude that the risks cannot be adequately managed if the student is readmitted. Such a decision is final;
  - Conclude that there are risks but that the student may be readmitted, taking into account actions that the University can take to manage the risk.



## 4. Types of Student Misconduct and Consequences / Applicable penalties

- 4.1.** The table below sets out the types of behaviours that the University defines as non-academic misconduct. These are separated into misconduct against the University, misconduct against property, misconduct against a person, and misconduct against the community. The behaviours listed in the table are not exhaustive. The Appendices provide additional expectations of student behaviour in specific scenarios and facilities.
- 4.2.** Section F of the University's Regulations refers to Academic Integrity and Misconduct.
- 4.3.** The University uses a system of warning points ranging from 0 - 4 to quantify and indicate the level of gravity of penalty applicable to each type of misconduct. The final column below indicates the range of warning points that every kind of behaviour is likely to involve. The number of warning points indicated next to the type of misconduct is for guidance purposes only as an indication of the gravity of the misconduct. Section 10 provides further information on the warning system.
- 4.4.** Table of types of misconduct and consequences:

Misconduct against the University		
Type of Misconduct	Example of Misconduct	Level of Warning
Obstruction of the working of the University	<ul style="list-style-type: none"> <li>Acts/ omissions/ statements intended to deceive the University (e.g., withholding information required for statutory purposes)</li> </ul>	0-2
	<ul style="list-style-type: none"> <li>Disruption of the functions, duties or activities of any student or employee of the University or any authorised visitor to the University (causing a disturbance in class or common areas)</li> </ul>	0-4
	<ul style="list-style-type: none"> <li>Failure to comply with a reasonable request or direction (usually from academic or administrative staff members, security personnel, etc.); including failure to attend scheduled investigative meetings or hearings</li> </ul>	0-2
	<ul style="list-style-type: none"> <li>Disruption of the workings of the University:               <ul style="list-style-type: none"> <li>Administrative (e.g., refusal to present a student ID card when requested by an employee of the University)</li> </ul> </li> </ul>	0-2
	<ul style="list-style-type: none"> <li> <ul style="list-style-type: none"> <li>Academic (e.g., disruption of teaching or learning environment through the usage of a mobile phone)</li> </ul> </li> </ul>	0-4
	<ul style="list-style-type: none"> <li> <ul style="list-style-type: none"> <li>Sporting and Social (e.g., disruption at an MDX sports, cultural or club event)</li> </ul> </li> </ul>	0-4
	<ul style="list-style-type: none"> <li> <ul style="list-style-type: none"> <li>Security (e.g., gaining and/or providing access to University premises to unauthorised persons, not complying with visitors on campus requirements, tampering with any of the</li> </ul> </li> </ul>	0-4



	security equipment, CCTV cameras, access equipment, keycards, and fingerprint readers)	
Reputational Damage	<ul style="list-style-type: none"> <li>Behaviour which could have damaged the reputation of the University or could have brought the University into disrepute (e.g., anti-social behaviour within the community)</li> </ul>	0-2
	<ul style="list-style-type: none"> <li>Behaviour which has damaged the reputation of the University or brought the University into disrepute</li> </ul>	2-4
Deceitful Behaviour	<ul style="list-style-type: none"> <li>Fraud/ attempted fraud, bribery, deceit, deception or dishonesty about the University or its staff or in connection with holding any office in the University or about being a student at the University***</li> </ul>	0- 4
	<ul style="list-style-type: none"> <li>Knowingly making a false and vexatious allegation against the University or against any student or staff member</li> </ul>	2
	<ul style="list-style-type: none"> <li>Falsification, distortion, or misinterpretation of the information as part of the investigations or hearings relating to this Code</li> </ul>	2
	<ul style="list-style-type: none"> <li>Use or issue of fraudulent documentation relating to qualifications and academic performance</li> </ul>	3
	<ul style="list-style-type: none"> <li>Use of issue of fraudulent documentation NOT relating to qualifications or academic performance</li> </ul>	4
	<ul style="list-style-type: none"> <li>Blackmail, attempted blackmail</li> </ul>	4

\*\*\*can involve a criminal investigation

Misconduct against Property		
Type of Misconduct	Example of Misconduct	Level of Warning
Damage to Property	Causing damage or defacement to university or associated property (including accommodation facilities) or the property of students, employees or visitors to the University caused by:	
	<ul style="list-style-type: none"> <li>misuse/ inappropriate use of property</li> </ul>	0-1
	<ul style="list-style-type: none"> <li>negligence</li> </ul>	1-2
	<ul style="list-style-type: none"> <li>reckless behaviour</li> </ul>	2-3
	<ul style="list-style-type: none"> <li>intentional behaviour</li> </ul>	3-4

Unauthorised or Inappropriate use of Property	<ul style="list-style-type: none"> <li>Misuse of university premises or property, for example using a computer lab for a social gathering</li> </ul>	0-2
	<ul style="list-style-type: none"> <li>Unauthorised use of/entry onto University premises or property, including computers and laboratory equipment or facilitating the entry/use by the other authorised person(s)***</li> </ul>	0-2
	<ul style="list-style-type: none"> <li>Unauthorised recording of a learning activity (see University Regulations C16 Undergraduate and C15 Postgraduate)</li> </ul>	1-3
	<ul style="list-style-type: none"> <li>Unauthorised publication of a recorded activity (e.g., on YouTube, Facebook etc.) including malicious or defamatory comment***</li> </ul>	3
	<ul style="list-style-type: none"> <li>False activation of a fire alarm</li> </ul>	3
	<ul style="list-style-type: none"> <li>Deliberate misuse of the university computer network, e.g., hacking or accessing/attempting to access 'prohibited content' as defined by applicable UAE law, regulation, procedure, order or requirement</li> </ul>	3-4
	<ul style="list-style-type: none"> <li>Unauthorised bringing, using, storing, and riding unauthorised vehicles within the University premises (including electric scooters, hoverboards, Segways, bicycles, etc.)</li> </ul>	1-4
	<ul style="list-style-type: none"> <li>Unauthorised bringing, storing, using, or transport of dangerous and prohibited items or hazardous materials that are illegal or create substantial risk or harm to people or property (e.g. weapons, fireworks, flammable materials, candles, oil burners, joss sticks, flammable liquids and gases, gasoline, large quantities of lighter fluid, charcoal, firearms, swords, metal-tipped darts, knives and toy guns such as BB guns or airsoft guns, etc.)***</li> </ul>	1-4
	<ul style="list-style-type: none"> <li>Unauthorised use of intellectual property</li> </ul>	2-4
	<ul style="list-style-type: none"> <li>Infringement of copyright materials (e.g., selling or uploading materials to an essay mill) Bringing in or keeping pets of any kind</li> </ul>	2-4
Taking of Property***	<ul style="list-style-type: none"> <li>Bringing in or keeping pets of any kind</li> </ul>	1-2
	<ul style="list-style-type: none"> <li>Taking property belonging to another person without permission</li> </ul>	1-2
	<ul style="list-style-type: none"> <li>Stealing personal property excluding cash</li> </ul>	2
	<ul style="list-style-type: none"> <li>Stealing cash and goods</li> </ul>	3
	<ul style="list-style-type: none"> <li>Repeated act of stealing</li> </ul>	4

	<ul style="list-style-type: none"> <li>Unauthorized removal of university property and supplies(e.g., furniture from lounges or public areas)</li> </ul>	2
Causing a Health or Safety concern	<ul style="list-style-type: none"> <li>Act/ omission that caused or could have caused a health and safety concern on University premises, including accommodation facilities(e.g. smoking cigarettes in non- designated areas or violating hygiene guidelines in the Residences)</li> </ul>	1-4
	<ul style="list-style-type: none"> <li>Act/ omission that caused or could have caused serious harm, injury or impairment of safety on University premises or during University activities (e.g. disabling fire extinguishers or covering up a smoke detector)</li> </ul>	2-4
	<ul style="list-style-type: none"> <li>Possession of an object which may cause harm, alarm or/and distress, including offensive weapons, e.g., knife, pepper spray, gun; all replicas, and; any object adapted for such purposes, such as the use of acid in a water-pistol or a snooker ball. Note, possession is irrespective of intent to cause harm. <b>From 2022, it is a criminal offence to carry sharp knives and tools in the UAE.</b></li> </ul>	2-4
Illegal substances***	<ul style="list-style-type: none"> <li>Consumption of and/or possession of illegal substances on University premises or within the University Student Accommodation</li> </ul>	0-2
	<ul style="list-style-type: none"> <li>Dealing illegal substances on University premises or within the University Student Accommodation, or outside of the University premises whilst a registered student</li> </ul>	4

\*\*\*can involve a criminal investigation

Misconduct against People		
Type of Misconduct	Example of Misconduct	Level of Warning
Physical Misconduct***	Any form of physically aggressive behaviour or assault	
	<ul style="list-style-type: none"> <li>pushing and/or shoving</li> <li>Shoving</li> <li>Punching</li> <li>Kicking</li> <li>Slapping</li> <li>Pulling hair</li> <li>Biting</li> </ul> <p>The above behaviours are punishable even when committed in self-defense, though this may be considered a mitigating factor when considering penalties/punishment.</p> <ul style="list-style-type: none"> <li>Repeated acts of physical misconduct</li> </ul>	0-1 0-1 2-4 2-4 2-4 2-4 2-4 2-4  4
Abusive	<ul style="list-style-type: none"> <li>Bullying, stalking, hazing</li> </ul>	0-4

Behaviour***	<ul style="list-style-type: none"> <li>• Use of inappropriate language or actions (violent, aggressive, abusive, vulgar, threatening, defamatory or offensive) – directly, indirectly or online</li> <li>• Sending inappropriate messages by email, text or on social media</li> <li>• Acts of stalking, including following a person, watching or spying on them or forcing contact through any means, such as social media - directly, indirectly or online</li> <li>• Repeatedly contacting another person (by phone, email, text or on social networking sites against the wishes of the other person)</li> <li>• Any form of harassment* in person, including acting in an intimidating and hostile manner - directly, indirectly or online</li> <li>• Any form of repeated harassment in writing, by email, via the internet (including social media) or otherwise</li> <li>• Threats to hurt another person - directly, indirectly or online</li> <li>• Abusive comments relating to an individual's sex, sexual orientation, religion or belief, race, pregnancy/maternity, marriage/civil partnership, gender reassignment, disability or age - directly, indirectly or online</li> <li>• Intimidation: verbal or physical - directly, indirectly or online</li> </ul>	<p>0-4</p> <p>0-4</p> <p>1-3</p> <p>2-4</p> <p>2-4</p> <p>4</p> <p>2-4</p> <p>2-4</p> <p>3</p>
Sexual Misconduct***	<ul style="list-style-type: none"> <li>• Making unwanted remarks of a sexual nature - directly, indirectly or online</li> <li>• Inappropriately showing naked or semi-naked images to another person, for example, via social media</li> <li>• Intimate contact without consent, i.e., kissing, touching</li> <li>• Indecent public exposure (flashing)</li> <li>• Sharing sexualised materials of another person (whether fully naked or not) without consent - directly, indirectly or online</li> <li>• Sexual harassment, stalking or persecution (virtual or real) of someone with unwanted and obsessive attention</li> <li>• Bullying behaviour (physical or non-physical) based on a person's sexuality or gender - directly, indirectly or online</li> <li>• Attempted sexual assault or rape</li> </ul>	<p>0-4</p> <p>1-4</p> <p>1-4</p> <p>2-4</p> <p>3-4</p> <p>2-4</p> <p>2-4</p> <p>4</p>

	<ul style="list-style-type: none"> <li>• Sexual assault</li> </ul>	4
	<ul style="list-style-type: none"> <li>• Sexual intercourse or engaging in a sexual act without consent</li> </ul>	4

*\* harassment - unwanted conduct which has the purpose or effect of either violating the claimant's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them*

*\*\*\*can involve a criminal investigation*

<b>Misconduct against Community</b>		
<b>Type of Misconduct</b>	<b>Example of Misconduct</b>	<b>Level of Warning</b>
Antisocial behaviour on Campus	<ul style="list-style-type: none"> <li>• Smoking/ Vaping/ E-smoking/ other than in designated smoking areas in the University premises. Shisha smoking is strictly not permitted.</li> </ul>	1-4
	<ul style="list-style-type: none"> <li>• Consumption of alcohol / illegal substances or drugs**</li> </ul>	3-4
	<ul style="list-style-type: none"> <li>• Excessive printing or copying, or other unauthorised use of printing or copying facilities as outlined in the Printing and Photocopying policy and guidance for students.</li> </ul>	1
	<ul style="list-style-type: none"> <li>• Possession, storing, transporting, selling, serving, giving away, making available or sharing or consuming alcohol / illegal substances or drugs**</li> </ul>	2-4
	<ul style="list-style-type: none"> <li>• Exhibiting signs of being under the influence of alcohol or illegal drugs (i.e. the odour, blood-shot eyes, difficulty standing, etc.) and/or being present when another person is violating these rules</li> </ul>	2-4
	<ul style="list-style-type: none"> <li>• Inconsiderate behaviour towards others in common areas such as the lobby/elevators/entranceways/parking areas</li> </ul>	1-4
	<ul style="list-style-type: none"> <li>• Noise nuisance, such as playing loud music or slamming doors and not observing quiet area rules</li> </ul>	1-4
Antisocial behaviour within The University Student Accommodation	<ul style="list-style-type: none"> <li>• Inconsiderate behaviour towards others within the University Student Accommodation including all common areas and the swimming pool/gym/sports court/parking areas</li> </ul>	0-2
	<ul style="list-style-type: none"> <li>• Noise nuisance, such as playing loud music or slamming doors (within the University Student Accommodation)</li> </ul>	0-2
	<ul style="list-style-type: none"> <li>• Offensive or disruptive behaviour in the University Student Accommodation</li> </ul>	0-2
	<ul style="list-style-type: none"> <li>• Repeated antisocial behaviour within the University Student Accommodation</li> </ul>	2-4

Antisocial behaviour in any location***	<ul style="list-style-type: none"> <li>• Failure to comply with the laws of Dubai and/or the United Arab Emirates, including but not limited to the Dubai Code of Conduct.</li> </ul>	0-4
	<ul style="list-style-type: none"> <li>• Environmental damage including littering, dumping of rubbish, inappropriate usage of bins, fly-tipping</li> </ul>	0-2
	<ul style="list-style-type: none"> <li>• Inconsiderate or inappropriate use of vehicles, including inconsiderate parking and vehicle noise</li> </ul>	0-2
	<ul style="list-style-type: none"> <li>• Possession, storage, transit or use of fireworks or other safety hazards</li> </ul>	2
	<ul style="list-style-type: none"> <li>• Repeated inconsiderate behaviour towards others, including Parking</li> </ul>	2-4
Violation of public health regulations	<ul style="list-style-type: none"> <li>• Failure to comply with rules and regulations laid down by the UAE government regarding any public health emergency</li> </ul>	0-4

*\*\* Alcohol consumption is prohibited for Muslims in the UAE and strictly regulated for others, especially in public places. The UAE has a zero-tolerance policy for the use of illegal substances and drugs. UAE Federal Law No. 14 of 1995 criminalises the production, import, export, transport, buying, selling, possessing, and storing of narcotic and psychotropic substances. The local police and undercover agents focus heavily on preventing drug issues.*

*\*\*\*can involve a criminal investigation*

**4.5.** Penalties are determined depending upon the gravity of the case and/ or the ongoing nature of the misconduct. The greater the severity of the misconduct, the greater the number of warning points and the greater the severity of the penalty. The range of penalties available includes a formal warning, restrictions/ conditions, a written apology, suspension or expulsion. Other penalties can include:

- Issuing a formal oral or written warning.
- Alerting the students' parent / legal guardian (especially when at risk of harm to self or others).
- Placing the student on behavioural probation.
- Requiring the student to render a formal apology.
- Requiring the student to develop a research project, present a workshop or a reflection paper outside the assessment scheme of their programme but relevant to this code.
- Mandating engagement in community service and volunteering work.
- Suspending the student from the University.
- Withdrawing or restricting privileges (for example, access to certain facilities and common areas, services, activities or events).
- Expulsion from University.
- Requiring the replacement or repairing of any damaged property (or restitution for costs of the same).

- *Imposition of fines and charges.* A fine can be a sum of money imposed as a penalty following disciplinary action and can range from AED 100 to AED 2,000. Fines can also be imposed by relevant law enforcement and governmental entities beyond the scope or limits of this Code (e.g. false activation of a fire alarm which is punishable with a fine of AED 5,000). A charge can include a sum of money imposed on the student in recompense for damage caused or loss incurred. A fine can be levied in addition to a charge following disciplinary action.
  - Requiring the student to consult with the University counsellor and/or a relevant expert.
  - Advising the home university (in the case of a Study Abroad or Exchange student).
  - Any other penalty that is appropriate to the case at hand and proportionate to the violation
- 4.6.** Warning points issued under Academic Misconduct regulations (see Section F of Middlesex University Regulations) will be accumulated with warning points issued under these rules.
- 4.7.** Where a student is enrolled on a programme leading directly to a professional qualification or the right to practise a particular profession or calling, any conduct that renders that student a person not fit to be admitted to and practise that profession or calling is deemed to be misconduct.

Please note: for some professional programmes, there are separate 'Fitness to Practice' panels that consider this issue and work in conjunction with these regulations. Delegated authority is given to professional leads who are in a position to make professional standard judgements and undertake an appropriate risk assessment.

- 4.8.** The University reserves the right to impose penalties in cases where a student has withdrawn from courses, withdrawn from the University, or been awarded a degree prior to resolving a conduct case. The University may impose registration, enrolment and/or housing holds to prohibit registration/enrolment during the proceedings. If a sanction has been imposed on a student who has withdrawn from the University or been awarded a degree prior to the resolution of a conduct case, the files will usually be retained as a disciplinary record for at least five years.

## 5. The Disciplinary Process

Where a student engages in any activity that may constitute misconduct under the University's Student Conduct and Discipline Rules, the following procedures apply.

### Stage 1: Early Resolution & Reporting

- Misconduct resolved at the local level by a member of staff (by sanctioning a penalty of 0 warning points, i.e., a warning letter)
- If resolution at the local level is not possible or inappropriate, the misconduct is reported to the Deputy Director (or Nominee) or Care and Concern.





### Stage 2: Investigation

- The Deputy Director (or Nominee) gathers evidence (e.g. written statements, reports, emails).
- Students may attend an investigatory meeting to answer questions and present their version of events.
- The Deputy Director (or Nominee) considers the evidence and determines the following:
  - to take no further action;
  - to issue a written warning;
  - to order the making good or restitution of damage or loss in to impose a fine;
  - to exclude or suspend, pending further investigation;
  - to set up a disciplinary committee.



### Stage 3: Disciplinary Committee Hearing

- Student advised in writing to attend a disciplinary hearing in front of a committee to answer questions about the alleged misconduct and give an account of their version of events.
- Student has the right to be accompanied by a currently enrolled fellow student. Legal representation is not permitted.
- The committee considers all evidence presented before it to recommend to the Director:
  - to take no further action;
  - to issue a written warning;
  - to order the making good or restitution of damage or loss;
  - to exclude or suspend the student;
  - to expel the student.

Where four or more points have been exceeded, a verdict of suspension, exclusion or expulsion will be adopted.



### Stage 4: Appeal

- Student has the right to appeal to the Director within ten working days if aggrieved by the verdict made by the disciplinary committee; the decision to suspend or exclude pending further investigation or; by an order to make good of damages or loss.
- The Director will consider the case.
- The verdict of the Director ends the University's internal procedures.

At this point, the student will be issued with a Completion of Procedures letter, which allows recourse to the OIA.

## 6. Stage 1: Early Resolution and Reporting

- 6.1. Where issues concerning student conduct and behaviour arise in the university's day-to-day running; where possible, these issues are to be resolved at a local level by a staff member.
- 6.2. With respect to student conduct and behaviour in a learning or teaching environment, appropriate managers are empowered to impose 0 warning points in the form of, for example, a written warning. These staff members do not have the authority to impose sanctions greater than 0 warning points but will refer cases to be dealt with under these procedures where appropriate.

- 6.3.** If it is not possible and/ or appropriate to deal with an issue at a local level or the issue concerns misconduct which appears to be actually or potentially serious, i.e., is deemed to warrant a sanction greater than 0 warning points, the matter shall be reported to the attention of the Quality Office or referred through the Care and Concern procedure. The incidents of alleged violations must be filed with the Quality Office within 10 working days of the occurrence or the discovery of the alleged violation(s) unless there are extenuating circumstances that prevent this. If the reporting person (student or staff member) fails to provide evidence or a written statement of facts within ten days, the allegation will be treated null and void.
- 6.4.** If a concern is reported to the Quality Office or referred through the Care and Concern procedure, the student will usually be informed.
- 6.5.** *Precautionary measures:* The University is committed, where possible, to ensuring students can remain engaged in their studies whilst disciplinary proceedings are ongoing and where possible.

However, depending on the nature of the concern and the information available, a decision will be made by the Deputy Director (or Nominee) on whether or not to exclude or suspend the student pending further investigation. Precautionary measures may be put in place if they are reasonable and proportionate to protect the reporting student or others while the allegation is being dealt with and may include:

- Imposing conditions on the accused student (for example, requiring the accused student not to contact the reporting student and/ or certain witnesses and/ or requiring the accused student to move accommodation)
- Suspending the accused student from their studies on a full, qualified or partial basis
- Excluding the accused student (for example, prohibiting the accused student from going to certain accommodation blocks or using the sports facilities or from attending a placement)

A risk-based approach may be used to inform this decision.

- 6.6.** Suspension is most likely to be used only if the seriousness of the case warrants it.
- 6.7.** A student who is suspended or excluded pending further investigation will have the opportunity to attend a suspension/exclusion review meeting. The panel will not normally enter discussion about the substantive nature of the allegation with the student as this will be reserved for the Investigation stage of the Disciplinary process. A suspension/exclusion review meeting will normally take place within 5 working days from the date of their suspension/exclusion. The student will have the opportunity to make representations or request a review of the decision at any stage to the Deputy Director (or Nominee) if there is a material change in circumstances.
- 6.8.** At a suspension review meeting, the panel will consider:
- any relevant reports, documents and records
  - the student's response to the allegation;
  - any relevant witness statements; and
  - the seriousness (and frequency) of misconduct.

It is the panel's responsibility to determine the outcome of the suspension review meeting and to decide one or more of the following options:

- to lift the suspension and take no further action;
- to lift the suspension and impose exclusion conditions;

- to keep the suspension conditions in place, pending further investigation;
- to progress to a disciplinary hearing.

A risk-based approach may be used to inform any of the above outcomes.

- 6.9.** When a concern is reported, the Deputy Director (or Nominee) will progress the disciplinary process to Stage 2 and commence investigatory proceedings.

## **7. Stage 2: Investigation**

- 7.1** The Deputy Director (or Nominee) will commence the investigation stage, which constitutes gathering information and collating evidence relating to the allegation of misconduct.
- 7.2** Evidence is likely to be, but not exclusively, in the form of a written statement from the reported party/parties; statements from other parties, for example, from a member of staff; reports from, for example, The University Student Accommodation or Security; other forms of evidence, such as CCTV footage, emails, text messages, messaging on social media, mobile phone screenshots. In addition, a student may be invited to attend an investigatory meeting where they will be asked questions relating to the alleged misconduct and provided the opportunity to present their version of events.
- 7.3** If an investigatory meeting is required, the student will be requested in writing to attend. The purpose of the investigatory meeting is for the student to answer questions pertaining to the alleged misconduct.
- 7.4** At an investigatory meeting, students are entitled to be accompanied by a currently enrolled fellow student. Legal representation is not permitted.
- 7.5** On conclusion of the investigatory proceedings, the Deputy Director (or Nominee) shall consider the gravity of the misconduct and determine the following:
- To take no further action;
  - To issue a written warning;
  - To order the making good or restitution of damage or loss, i.e. to impose a fine;
  - To exclude or suspend the student;
  - To set up a disciplinary committee

A risk-based approach may be used to inform any of the above outcomes.

- 7.6** Further breaches of the Student Conduct and Discipline Rules will be considered at a Disciplinary Panel.

## **8. Stage 3: Disciplinary Committee Hearing**

- 8.1** The disciplinary committee meeting is scheduled when a student is invited to a formal hearing to discuss allegations against them in front of a panel and answer questions relating to the allegation of misconduct.
- 8.2** The committee will be made up of senior members of staff with the suitable expertise to reasonably, impartially and carefully consider the case and will be comprised as follows:
- Deputy Director or nominee

- Quality Office Staff or nominee
- Academic Staff representative
- Student representative

- 8.3** The students will have the opportunity to present their version of events and comment on available evidence presented to them by the committee.
- 8.4** At any disciplinary committee hearing, students are entitled to be accompanied by a currently enrolled fellow student. Any other representation is not generally allowed except with express permission by the Chair of the disciplinary committee not less than 24 hours before the meeting. Legal representation is not permitted.
- 8.5** The student will be advised in writing of their requirement to attend a disciplinary committee hearing and provided with no less than five working days prior notice.
- 8.6** The student will have the opportunity to address the committee through a formal written statement in which the student will specifically address the allegations presented against the student.
- 8.7** At the disciplinary committee hearing, the panel will consider:
- the evidence presented before them;
  - the student's response to the allegation;
  - any witness statements, including those provided to the committee in person;
  - and the gravity (and frequency) of misconduct.

It is the panel's responsibility to determine the outcome of the disciplinary hearing and to recommend to the Director one or more of the following options:

- To take no further action;
- To issue a written warning;
- To order the making good or restitution of damage or loss;
- To exclude or suspend the student;
- To evoke Alumni benefits;
- To expel the student

A risk-based approach may be used to inform any of the above outcomes.

- 8.8** The student will usually be informed of the committee's decision within five working days of the disciplinary hearing.
- 8.9** Should the student choose not to attend the committee hearing, they have the right to provide representation in a written statement.
- 8.10** Should the student choose not to attend, the disciplinary committee hearing shall continue in the student's absence. The Deputy Director (or Nominee) will contact the student in writing regarding the committee's decision.
- 8.11** Meetings are not normally recorded. Should a recording of the meeting be required, it may take place with the consent of all attendees.

## **9. Stage 4: Appeal**

- 9.1** The student shall have the right of appeal to the Director within ten working days, giving the grounds for the appeal, if:

- The student is aggrieved by the verdict made by the panel at a disciplinary committee hearing and wishes to appeal the outcome;
- The student is aggrieved by the decision to suspend or exclude and wishes to appeal the decision;
- The student is aggrieved by an order to make good of damage or loss and wishes to appeal the order.
- The student considers that the procedures were not appropriately followed;
- The student has new material evidence that they were unable, for valid reasons, to provide earlier in the process;
- The student believes there is bias or a reasonable perception of bias during the procedure.

**9.2** 'Working day' refers to a day on which the University is normally open: it does not include Saturdays, Sundays, Public Holidays or other designated periods of closure outside academic terms.

**9.3** The Director shall consider the appeal and decide whether to uphold or amend the decision. The decision of the Director shall be final.

**9.4** Following an appeal to the Director, these procedures are now complete, opening the way for the student to approach the UK's Office of the Independent Adjudicator.

**9.5** An appeal to the Office of the Independent Adjudicator should be made in writing to the address below within one year of the student receiving notification that the university's internal procedures have been completed. They should enclose a copy of the university's final decision and state the reasons for seeking redress from the Higher Education Independent Adjudicator in the United Kingdom (UK).

Email enquiries may be sent to [enquiries@oiahe.org.uk](mailto:enquiries@oiahe.org.uk). The website address is [www.oiahe.org.uk](http://www.oiahe.org.uk).

## **10. Warning Point Systems**

**10.1** Where a student's behaviour is being considered by the Deputy Director (or Nominee) either at Stage 2: Investigation or Stage 3: Disciplinary Committee hearing, then warning points may be used as a penalty (either alone or in combination with other penalties) if considered reasonable and proportionate in the circumstances. Warnings, where considered appropriate, are recorded according to the seriousness and nature of the behaviour. There is no requirement that the University apply warnings where a warning is deemed inappropriate to the circumstances, and an alternative penalty is applied.

**10.2** Offences, for the purpose of warnings, fall into different levels of seriousness classified on a four-point scale: minor — serious — grave — suspension/expulsion.

**10.3** A guide to the type of warning which might be issued is provided in paragraph 4.4 'Table of types of misconduct and consequences'. However, this is only a guide. It is expected that the Deputy Director (or Nominee) or the Disciplinary Committee will use their discretion and take into account the individual circumstances of each offence and vary the type of warning and/ or penalty issued accordingly.

**10.4** Warnings recorded remain on the student record for the duration of the student's enrolment at the University.

### **Accumulation of warnings**

**10.5** Each level of warning is scored on a 0 to 4 basis as follows:

*Number of Warning Points:*

0	Written
1	Minor
2	Serious
3	Grave
4	Suspension and/ or Expulsion

**10.6** Where the student has reached or exceeded four warning points on their student record, a decision about suspension, exclusion, or expulsion must be made. The student is generally notified within two months after the most recent warning point is awarded.

### **Relationship with other penalties/warnings**

**10.7** Over and above these Rules, the University may impose financial and/or other penalties such as Library fines, charge for the use of facilities, reimbursement for loss or damage incurred to the University or personal property of staff, students or visitors. Action taken by the University under those arrangements may lead to reference to the Deputy Director (or Nominee) for consideration of awarding a warning or for other action under Student Conduct and Discipline Rules. Any such warning will be added to any preceding penalties, charges or reimbursement.

**10.8** The University may record the existence of warnings on any reference supplied.

**10.9** In accordance with Admissions Policy - section on Re-application from previously registered students ([https://www.mdx.ac.uk/\\_data/assets/pdf\\_file/0024/363480/APS-7-Admissions-Policy.pdf](https://www.mdx.ac.uk/_data/assets/pdf_file/0024/363480/APS-7-Admissions-Policy.pdf)), if an applicant has had the previous study terminated, the University reserves the right not to consider their application to any programme of study.

## **11. Misconduct which is also a criminal offence**

**11.1** There may be instances where an alleged act of misconduct may also constitute a criminal offence.

**11.2** The nature and scope of the University's internal disciplinary process and the nature and scope of a criminal process are fundamentally different and independent. It is essential to maintain a clear distinction between them:

- Under the criminal process, the allegations will be treated as a potential criminal offence; the allegations will be treated as a potential breach of discipline under the disciplinary process.
- The criminal process is an external procedure. It deals with allegations that a student has committed a criminal act. The allegation has to be proven beyond a reasonable doubt. A judge can impose a wide range of sanctions on an individual who is found to have committed a criminal offence in accordance with the criminal laws of the UAE.
- The internal disciplinary process is conducted internally at the University. It is based upon an allegation that a student has breached the University's rules and regulations. The allegation has to be proven on the balance of probabilities. The most serious sanction that can be applied is permanent expulsion from the University.
- Any adverse finding in the criminal process could result in the student having a criminal record, which could have a serious detrimental effect on the future of the individual concerned at the University.

- 11.3** The criminal process takes priority. If the matter is being dealt with under the criminal process, then, save for taking any necessary precautionary action, the disciplinary process will be suspended until the criminal process ends. In that way, the disciplinary process does not duplicate, overlap with or undermine the criminal process.
- 11.4** If the matter is not being dealt with under the criminal process or where the criminal process has been concluded, the University will consider whether a breach of discipline has occurred through the University's Student Conduct and Discipline procedure.

## **12. Procedures for Misconduct Which May Constitute a Criminal Offence**

### **Reporting Incidents**

- 12.1** Anyone can make a report of criminal activity to the Police. Where the victim of a criminal offence is the reporting student, the University will usually consider that the decision to report a criminal offence is at the discretion of the reporting student. It is not the responsibility of the University to inform a student about a police investigation.

### **Precautionary Measures**

- 12.2** Where an offence under criminal law is reported to the University, action under this Code will be deferred pending any police investigation or prosecution save for taking any necessary precautionary measures:

- to ensure that a full and proper investigation can be carried out (either by police or a university investigator); and/ or
- to protect the reporting student or others while the allegation is being dealt with as part of a criminal or disciplinary process.

Such precautionary measures would be considered by the University at the point at which the reported student is made aware that a police investigation is being pursued. These measures would remain in place whilst the police investigation is ongoing.

- 12.3** Precautionary measures may be put in place if they are reasonable and proportionate and may include:
- Imposing conditions on the accused student (for example, requiring the accused student not to contact the reporting student and/ or certain witnesses and/ or requiring the accused student to move accommodation)
  - Suspending the accused student from their studies on a full, qualified or partial basis
  - Excluding the accused student (for example, prohibiting the accused student from going to certain accommodation blocks or using the sports facilities or from attending a placement)
- 12.4** The university has the right to review a case after three months if no information has been forthcoming from the student and/or the police regarding the progress of the case. The University may come to a conclusion based on the evidence available.

### **Criminal Investigation / Prosecution**

- 12.5** Where the offence under criminal law is reported to the Police, action under this Code will be deferred pending any police investigation or prosecution. Where a finding of misconduct is made, and a criminal court has also sentenced the student in respect of the same facts, the court's penalty shall be taken into consideration in determining any warning points under this Code. A risk-based approach may be used to assess whether or a student may return to study.



## **Disciplinary Investigation / Charge**

- 12.6** If the reporting student will not report the matter to the police or will not co-operate in their enquiries or the accused student is acquitted following criminal process, the University will consider the matter a potential breach of student conduct and will consider sanctions. Only in exceptional circumstances will the University report an alleged crime to the police contrary to the wishes of the reporting student.
- 12.7** Depending on the nature of the concern, the University will refer the misconduct which constitutes a criminal offence to the police.
- 12.8** Failure to comply with the laws of Dubai and/or the United Arab Emirates, including but not limited to the Dubai Code of Conduct (<https://www.mdx.ac.ae/prospective-students/international-students/local-laws-customs>), will impose sanctions. The following can be considered as illegal acts that may involve criminal investigation:
- Deceitful behaviour such as fraud/ attempted fraud, deceit, deception or dishonesty
  - Unauthorised or inappropriate use of property such as unauthorised publication of a recorded activity (e.g. on YouTube, Facebook etc.) including malicious or defamatory comments
  - Consumption of and/or possession of illegal substances on University premises or any University-related premises, including The Residences
  - Taking of property belonging to another person without permission or stealing
  - Any form of physically aggressive behaviour or assault
  - Any form of verbally aggressive behaviour (violent, aggressive, abusive, threatening, defamatory or offensive) or harassment in writing, by email, via the internet (including social media) or otherwise
  - Any form of sexually inappropriate behaviour or assault
  - Dealing illegal substances on University premises or any University-related premises including The Residences

## **Supporting Students**

- 12.9** The University will make available appropriate assistance and relevant information and support to all students involved in disciplinary matters which may constitute a criminal offence, from the time when the incident is first reported to the University up until the time when the relevant criminal and/ or disciplinary process has been concluded and in some cases, beyond that.
- 12.10** In cases involving allegations made by one student against another student, the University will afford the same duties and obligations to both students to ensure both are treated fairly. Due regard will be taken to, for example, exercise a duty of care apply the principles of fairness and equality, i.e., the right to a fair hearing before an impartial decision-maker.
- 12.11** It is the University's priority to ensure, where possible, that the disciplinary process does not impinge a student's academic studies. This may mean, for example, the implementation of no-go areas on the University campus in place of suspending a student.

## APPENDICES

The following Codes of Conduct are available in the University Regulations page at <https://www.mdx.ac.ae/about-us/university-regulations>

A1 Code of Conduct for Library

A2 Code of Conduct in the Student LoungesA3

Code of Conduct for the Gym

A4 Code of Conduct for Programme Voice Group (PVG) meetingsA5 Code of Conduct for University Bus Services

A6 Code of Conduct for University Field Trips

### Amendment History

Previous Version	Changes to the previous version in the current version and date.	Updated by	Authorised by
V1	Reviewed & updated the policy based on minor changes to MU London policy. Additions to items under definitions of misconduct. Timeline for appeals updated. The numbering in the document was brought more in line with the London policy. Reference to DIAC code of conduct included under 'Introduction'. Policy Date: 15 Sep 2015.	Quality Manager	Director
V2	i. Renaming of Knowledge Village to Knowledge Park ii. Updated link for DIAC Code of Conduct iii. Amended most sections based on changes to Hendon policy, iv. Policy Date: 14 Sep17	Quality Manager	Director
V3	Reviewed & updated the policy based on minor changes to MU London policy. Policy Date: 20 Sep17 (171120)	Quality Manager	Director
V4	Reviewed and updated on 15 September 2019	Quality Manager	Director
V5	Reviewed and updated on 25 March 2020. Codes of conduct added as the Appendices – Library & LGS, IT, Student Lounges, Gym, Programme Voice Group meetings, University Bus Service, University Field Trips.	Quality Manager	Director
V5.1	Violations of COVID-19 rules and regulations added to the Table of types of misconduct and consequences (Section 4.4)	Quality Manager	Director
	Some more COVID-19 related rules and regulations were added to the various Codes of Conduct.	Quality Manager	Director
V6.0-210610	<ul style="list-style-type: none"> <li>Details of the new DIAC campus added</li> <li>Section 3.12 on Evidence added</li> <li>Timelines added in Section 3.13 and Section 7.2</li> <li>Amendments to 4.4 Table of types of misconduct and consequences, to include an emphasis on how misconduct can be 'directly, indirectly or online', infringement of copyright materials, Residences changed to Myriad.</li> <li>Addition of a flow-chart illustrating the Disciplinary process (Section 5)</li> <li>Further detail on Disciplinary Panels, including membership of these Panels</li> <li>Additions made to Grounds of Appeal (Section 9)</li> <li>EDI language protocols were used to replace he/she or his/her with they/their</li> <li>Library spaces were expanded to include Library, Library Silent Study and Library Individual Study</li> </ul>	Head of Academic Professional Services & Quality	Director
	<ul style="list-style-type: none"> <li>Code of Conduct for IT and Code of Conduct for Gym removed</li> </ul>		

V6.1-220303	<ul style="list-style-type: none"> <li>• Sec 4.4 - Misconduct against Property – following added - the Myriad, or outside of the University premises whilst a registered student</li> <li>• Sec 7.6 added - Further breaches of the Student Conduct and Discipline Rules will be considered at a Disciplinary Panel</li> <li>• Sec 8.11 added - Meetings are not normally recorded. Should a recording of the meeting be required, it may take place with the consent of all attendees</li> <li>• Added in 12.1 - It is not the responsibility of the University to inform a student about a police investigation</li> <li>• Added in 12.2- Such precautionary measures would be considered by the University at the point at which the reported student is made aware that a police investigation is being pursued. These measures would remain in place whilst the police investigation is ongoing.</li> </ul>	Head of Academic Professional Services & Quality	Director
V7.1-220707	<ul style="list-style-type: none"> <li>• All “library, library silent study, and library individual study” changed to just Library</li> <li>• Virtual meetings prohibited in the Library spaces</li> <li>• Myriad changed to University Student Accommodation</li> <li>• Hub19 changed to MDXSocialHub</li> </ul>	Head of Academic Professional Services & Quality	Director
	<ul style="list-style-type: none"> <li>• All Codes of Conduct moved out of this document and placed individually in University Regulations page of the website</li> </ul>	Head of Academic Professional Services & Quality	Director
V8-231031	<ul style="list-style-type: none"> <li>• Section 2.14- Student Office changed to Campus Central</li> <li>• Section 2.3 – Local Laws and customs of UAE link to change to a working link.</li> <li>• Section 3.11.d – ‘Risk Assessment’ is an assessment carried out in accordance with section 3.11 changed to ‘Risk Assessment’ is an assessment carried out in accordance with section Section 3.14 (Readmission Risk Assessment)</li> <li>• Section 4.4.4.-Table of types of misconduct and consequences- Type of Misconduct-Violations of COVID-19 Regulations changed to Violation of public health regulations.</li> <li>• Section 4.4.4. Example of Misconduct - Failure to comply with the COVID-19 rules and regulations laid down by the UAE government and the University changed to Failure to comply with rules and regulations laid down by the UAE government and the University regarding any public health emergency.</li> <li>• 3.11: Suspension <i>is a temporary measure</i> (added)</li> <li>• 6.7: A student who is suspended or excluded pending further investigation <i>will have the opportunity to attend a suspension/exclusion review meeting. The panel will not normally enter discussion about the substantive nature of the allegation with the student as this will be reserved for the Investigation stage of the Disciplinary process. A suspension/exclusion review meeting will normally take place within 5 working days from the date of their suspension/exclusion.</i> (added)</li> </ul>	Head of Academic Professional Services & Quality	Director