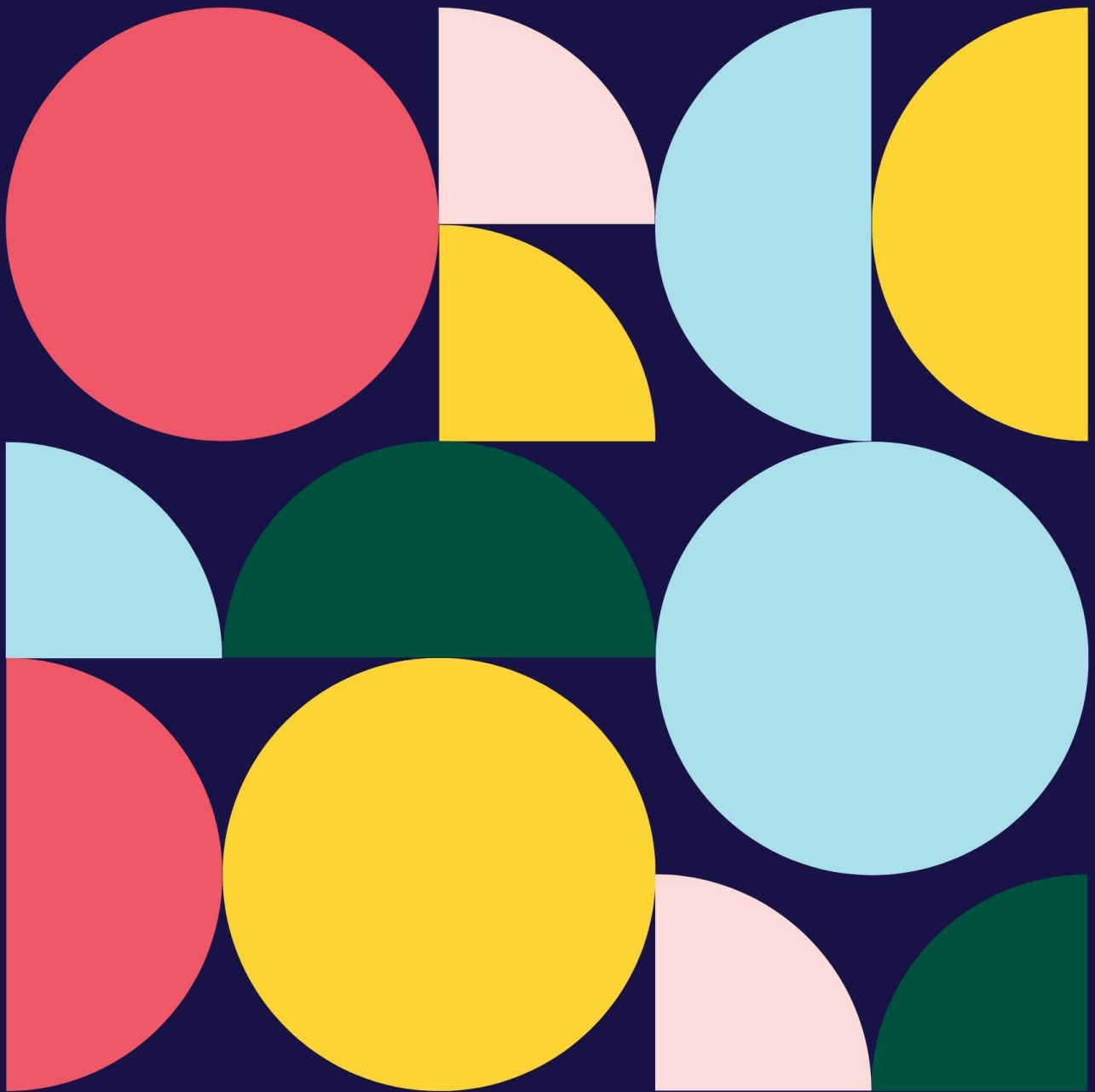




Bristol SU Student Groups Conduct and Disciplinary Policy

Owner: Director of Student Opportunities and Community
Approval: Trustees



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Date approved: Sep 2026
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Bristol SU

Student Groups Conduct and Disciplinary Policy

1. Purpose

- 1.1 This policy sets out the standards of conduct and expected behaviour from all student groups (groups) and leaders/committees affiliated to Bristol Students' Union (SU)
- 1.2 It is designed to help student group leaders understand how they can contribute to a positive and inclusive environment within their student group.
- 1.3 It is also used where a student group or its committee collectively fail to abide by these standards of conduct and expected behaviour.
- 1.4 It sets out how we manage allegations of student group misconduct or unacceptable behaviour and where necessary disciplinary action is applied fairly and consistently.
- 1.5 It complements the **Bristol SU Student Conduct and Disciplinary Policy**, which sets out the standards of conduct and expected behaviour of all students when engaging with Bristol SU. It should be read alongside this policy.
- 1.6 All students at the University of Bristol are also subject to the university's [Acceptable Behaviour Policy Statement](#) and [Student Disciplinary Regulations and Procedure](#), as well as the law.

2. Principles

- 2.1 Bristol SU is committed to promoting an environment where student groups, activities and events are fun, welcoming, inclusive and safe.
- 2.2 We have an ethical and legal responsibility to protect the safety and wellbeing of students, our staff, trustees, Full-Time Officers and others that engage and interact with Bristol SU and to reduce the risk of harm, injury, and harassment.
- 2.3 We stand against bullying, harassment and discrimination in all its forms, including overt, covert and systemic.
- 2.4 We promote behaviours that are in line with our organisational values
- 2.5 Conduct will be assessed in consideration of its impact, as well as the intention behind it. Even where there was no obvious intent to cause harm, the perception of the person/s affected, the wider circumstances of the case, and whether it is reasonable for the conduct to have that effect, will be taken into account.
- 2.6 It is important that all student group committees and leaders understand the standards of conduct expected of them.
- 2.7 Our aim is to encourage improvements in conduct and to help build an understanding of why certain behaviours are not acceptable.
- 2.8 Where possible, we try to resolve concerns and complaints informally. This may not always be possible depending on the context or severity of the alleged breach
- 2.9 Breaches of our standards will be treated in a consistent, fair and reasonable manner.

3. Scope – who does the policy apply to?

- 3.1 This policy applies to the conduct or behaviour of any of the following:

- 3.1.1 **Student group leaders or committee members - and any activities and events requiring their approval or within their oversight**
- 3.1.2 **Student group members - who act as a collective, relating to and when representing their student group**
- 3.1.3 **People that work with, or are connected to, student groups - coaches, instructors and skilled volunteers**
- 3.1.4 **Spectators or supporters of student groups**

3.2 Whilst:

- 3.2.1 **engaging as part of a student group activity, event or social or anything seen to be linked to a group including attending a Bristol SU fixture, student group social or trip, online, on social media, or in correspondence.**
- 3.2.2 **representing, acting on behalf of, or perceived to be representing/acting on behalf of their student group**

3.3 Unless set out elsewhere, non-students will be held to the same standards in relation to their engagements with Bristol SU

3.4 The **Bristol SU Student Conduct and Disciplinary Policy** may also be applied to students within groups. Bristol SU will determine whether one or both of these policies apply.

3.5 Until reaffiliation and/or handover is complete, the outgoing committee will be deemed responsible, however Bristol SU may determine that the incoming committee also bears responsibility.

3.6 The Complaints Team or Safeguarding Team will make the final decision on whether allegations of misconduct or unacceptable behavior fall within the scope of this policy.

Student Groups Code of Conduct

4. Expectations and Standards of Behaviour

4.1 As an affiliated student group you are expected to:

- 4.1.1 Behave in a responsible manner and avoid actions which could unreasonably endanger others or bring the student group, Bristol SU, the university, external partners or sponsors into disrepute.
- 4.1.2 Ensure all students feel welcome to participate in discussions, activities or events and that students are not pressured or coerced into any action which causes them to feel uncomfortable.
- 4.1.3 Promote and nurture a culture which is free from bullying and harassment and adopt a zero tolerance approach to sexual harassment and misconduct and unacceptable behaviour. Leaders of student groups should encourage members to 'call out' inappropriate language and behaviours or raise concerns with the SU or the university where this is not possible.
- 4.1.4 Take all reasonable steps to ensure that your activities, and all aspects of your group, are inclusive, safe and accessible to all students.
- 4.1.5 Ensure (and actively encourage) members to conduct themselves in line with the **Bristol SU Student Conduct and Disciplinary Policy** and that members of your group are aware of how their actions may be perceived by others.

- 4.1.6 Take reasonable steps to ensure the safety of group members, spectators and others connected to your activity. Group risk assessments should be undertaken and followed. Appropriate safety briefings and instructions should be given and followed.
 - 4.1.7 Ensure that socials (and any related activity) are opt-in only and have no effect on eligibility to hold membership of the student group, selection for opportunities, or committee positions.
 - 4.1.8 Not carry out initiation style activities (see [Section 5](#))
 - 4.1.9 Ensure that members are not unduly intoxicated at any event or activity where their behaviour could be deemed unacceptable or unprofessional and to not consume alcohol whilst being transported to or from any activity organised under the name of the student group, Bristol SU or the university.
 - 4.1.10 Be respectful of the university, local community teams/groups from other institutions, ensuring that members of your group conduct themselves in a reasonable manner relating to language, noise and behaviour.
 - 4.1.11 Adopt a zero tolerance approach to sexual harassment and misconduct and unacceptable behaviour and leaders of student groups should encourage members to 'call out' inappropriate language and behaviours or raise concerns with the SU or the university where this is not possible.
 - 4.1.12 Act in accordance, and encourage others to comply with Bristol SU's policies, byelaws, and values and operate within the rules related to your student group including national guidelines, which govern your activity.
 - 4.1.13 Comply with any relevant laws e.g Equality Act 2020, and establish good practice around areas of risk such as data protection, health and safety, finance and equality and diversity.
 - 4.1.14 Declare anything to a Bristol SU staff member which might cause (or has caused) damage to people or property, within a reasonable timescale.
 - 4.1.15 Ensure that external speaker events are approved through the Bristol SU external speaker process and that the group complies with the joint [External Speakers Policy](#) and [Freedom of Speech Code of Practice](#)
 - 4.1.16 Not give any religious instruction or advice (specifically for religious / faith-based groups).
 - 4.1.17 Ensure that expenditure of funds is ethical, appropriate and beneficial to the membership and in line with the group's aims.
 - 4.1.18 Comply with this policy in good faith and do not attempt to circumvent or manipulate its processes.
 - 4.1.19 Not create your own Codes of Conduct or disciplinary procedures. Speak to staff in the SU development team around any concerns about how conduct is managed within group activities.
 - 4.1.20 Take responsibility for your own understanding of this policy and the repercussions of any breaches. Seek further information or guidance if you are unsure about how it should be applied.
 - 4.1.21 Not pressure or encourage others to breach these standards of behaviour.
- 4.2 **Annex 1** of the **Bristol SU Student Conduct and Disciplinary Policy** highlights examples of misconduct and unacceptable behaviour. Page 11 of the university's [Student Disciplinary Regulations and Procedure](#) sets out examples that breach the university standards of expected behaviour (which align with our standards of expected behaviour).

5. Initiation Style Activities

5.1 In line with the majority of universities, and to prevent the serious physical and psychological harm caused, Bristol SU and the university do not permit harmful initiation-style events.

5.2 For this purpose a harmful initiation-style event is any event at which members of a group are expected to perform an activity as a means of gaining credibility, status or entry into that group. This event may not be called an initiation, or be held at the start of term, to be classified as a harmful initiation-style event.

5.3 This peer pressure is normally (though not explicitly) exerted on first year students or new members and may involve the consumption of alcohol, eating various food stuffs, sexualised behaviour/nudity and behaviour that may be deemed humiliating.

5.4 In the past, students have caused criminal damage, been seriously injured and, in at least three cases, died as a result of having to take part in an initiation. Initiation ceremonies can be intimidating, humiliating and amount to bullying. They do not encourage the welcoming and inclusive student groups that students deserve.

5.5 We equip group leaders with the tools to ensure events are inclusive, fun and safe. Groups are encouraged to work with us to ensure events are non harmful, using our [training and guidance on inclusive events](#), consulting the Student Development Team or using 'submit a social'. Fun looks different to everyone, the below guidelines should be used to ensure activities don't cause harm.

5.6 Social activities such as welcome evenings, team meals, social nights, trips away and events that welcome new members, foster a supportive culture and offer a positive first impression of university life are encouraged. The following rules must be followed:

- 5.6.1 All activities must be optional and that students can opt-in and opt out at any point. Participation must clearly have no bearing on the acceptance into the student group or team / squad selection etc;
- 5.6.2 Peer pressure must not be exerted on individuals including use of punishments/sanctions;
- 5.6.3 Activities must not be humiliating, unlawful or degrading;
- 5.6.4 Activities must not involve the forced consumption of any fluid/substance;
- 5.6.5 Taking of alcohol to the activity or event must not be made a condition of attendance;
- 5.6.6 If activities involve alcohol, then non-alcoholic drinks must be made available;
- 5.6.7 Photo or video of activities should be taken with informed consent of members;
- 5.6.8 Activities must not bring the reputation of Bristol SU, the university or the student group into question or disrepute;
- 5.6.9 Committee or others in positions of leadership should be mindful of their influence to avoid coercion, and model respect of others' dignity, boundaries and consent.

5.7 Group leaders have a duty to keep members safe by following our **Health & Safety Policy**.

5.8 Event planners should consider different ways to participate and support during activities and prepare for if activities are not received as anticipated.

5.9 Leaders should check in and 'read the room'.

6. Other Misconduct or Unacceptable Behaviour

6.1 The **Bristol SU Student Conduct and Disciplinary Policy** sets out expectations and standards of behaviour and definitions (section 4 - 10) for the following:

- Bullying and Harassment
- Sexual Misconduct, Sexual Violence and Sexual Harassment
- Discrimination
- Online Behaviour
- Freedom of Speech
- Leadership Roles – additional expectations for any leaders/committees, reps, community organisers and volunteers

6.2 Where Bristol SU offers training and guidance on the above areas, student groups are expected to seek to positively engage with that development offer.

6.3 Student groups are expected to encourage and enable lawful freedom of speech and to follow the Bristol SU External Speaker Process.

6.4 There is no requirement for Bristol SU to permit non-students to use our facilities or engage in activities. However, where student groups wish to run activities or events we will support this, even where it is controversial, if it is deemed to be safe, lawful and in line with our usual policies, procedures and rule.

6.5 All student groups must promote, uphold and abide by these standards above.

6.6 The organiser of the event, Club Captains, Society Presidents, committees and/or a group as a whole may be held responsible for breaching the above expectations and standards of behaviour and may have Bristol SU and/or university disciplinary action taken against them.

6.7 If the SU finds clear evidence of misconduct then we may conduct a risk assessment and put a precautionary measure in place.

6.8 Where a policy or process has been breached in relation to a particular activity or service, the Bristol SU team responsible for delivery or oversight of that activity or service may put in place a temporary restriction on access, to be removed at the point of an informal resolution or investigation. For example, a group who misuses rooms booked via Bristol SU may have their room booking privileges removed.

6.9 In either of these situations (6.7 or 6.8) Bristol SU may go straight to a disciplinary hearing and not need to have a full investigation.

7. Financial Management

7.1 Student groups must operate within Bristol SU policy, and all relevant financial regulations

7.2 Committees must ensure they have an up-to-date knowledge of relevant policy and regulation

7.3 Student groups may not delegate or release responsibility for managing their finances to any third party outside of their committee. Decision-makers must always be members of the committee, with the President and Treasurer having oversight of all financial matters.

7.4 Any financial risk or misconduct must be raised with Bristol SU at the earliest opportunity, including but not exclusive to:

7.4.1. Risk or instance of SU account going into debt/negative balance

7.4.2. Risk or instance of failure to provide payment to a supplier or individual

7.4.3. Risk or instance of legal action against the group

7.4.4. Risk or instance of fraud in relation to the finances of the student group

7.4.5. Risk or instance of scams against the student group

7.5 Student groups may not hold external bank accounts, unless with permission from Bristol SU, and in full compliance with any requirements set out

Student Group Disciplinary Policy

8. Breaching the Student Groups Code of Conduct

8.1 If you believe that a student group has breached the standards of conduct and expected behaviour set out within this Code of Conduct (whether intentional or unintentional), you should raise your concerns with a Bristol SU staff member (ideally within the Development Team or Safeguarding Team) or submit a formal complaint to Bristol SU, the process is outlined in our Complaints Policy.

8.2 The Complaints Policy highlights how to complain, details about the Safeguarding Risk Assessment, when a precautionary measure may be put in place, when complaints may need to be referred to the university or the police and how an investigation takes place.

8.3 If Bristol SU is informed or becomes aware that a student group has breached these standards of conduct and expected behaviour without a reporting party, Bristol SU can initiate the Complaints Policy.

8.4 This policy may be applied to the whole committee, subsect, or whole student group

8.5 If the group conduct or behaviour has also breached the university's standards of acceptable behaviour then you may instead or additionally be investigated under the university's [Student Disciplinary Regulations and Procedure](#). This will automatically be the case regarding any allegations that involve serious misconduct including sexual misconduct or that may potentially impact on their fitness to remain a member of the university community.

8.5 Where a student group makes a clear admission of misconduct or unacceptable behaviour at the start, it was witnessed by staff, where there is clear evidence or they accept a police caution, Bristol SU reserves the right to progress to the disciplinary stage, as appropriate, e.g an investigation may not be necessary

8.6 If the students have been convicted of a criminal offence or accept a police caution in relation to this misconduct or unacceptable behaviour, Bristol SU will accept this as definitive evidence that the behaviour took place.

12. Informal Resolution

12.1 Before submitting a formal complaint, you should try to resolve your concern informally, where appropriate.

12.2 This could include discussing the matter with the student group committee helping them to make appropriate improvements or speaking to a staff member in the Bristol SU Student Development Team who may recommend additional training or support.

12.3 An informal resolution will not be taken if:

- The group conduct has not improved following a previous informal discussion or warning;
- It is more appropriate to deal with the situation formally, due to the potential seriousness or risk of the issue (e.g sexual misconduct)

12.4 In this case, the process in the Complaints Policy will be followed which may invoke the disciplinary process below

10.Safeguarding Risk Assessment and Precautionary Measures

12.1 Where serious concerns come to light about the conduct of a student group, a safeguarding risk assessment may be carried out and consideration given to whether precautionary measures are required whilst an investigation is carried out.

12.2 Precautionary measures are used following a safeguarding risk assessment where it is considered necessary to prevent harm or mitigate risk. **See annex 2**

12.4 For student groups Precautionary Measures could include a temporary restriction from undertaking group activities while the matter is being investigated. This could be in situations where, for example:

- There is a risk to the health and safety of student members;
- There are cultural concerns (e.g. relating to bullying, harassment or discrimination) within the group;
- There are allegations of sexually inappropriate, abusive or predatory behaviours that are linked to the culture of the group (not just an individual member)

- Allowing group activities to continue could hinder an investigation i.e. misuse of student group funds

12.5 Please read the **Safeguarding Risk Assessment and Precautionary Measures** section of the **Complaints Policy** for more information

11. Investigation Outcome

11.1 After an investigation takes place, the Investigating Officer will produce a report which will state if the complaint has breached the student groups code of conduct. They will share with the complaints team.

11.2 The complaints team will review the investigation report and may decide:

- 11.2.1 That further investigation be carried out;
- 11.2.2 That no further action should be taken, in which case the reporting party and student group will receive an email informing them of this and highlighting the support available to them;
- 11.2.3 That the matter should be dealt with informally by issuing a warning to the student group
- 11.2.4 Other informal action to be taken including development meetings, training, guidance, mediation and/or requesting an apology

11.2.5 That the matter should be dealt with formally and proceed to a disciplinary hearing for the student group

11.3 If one of the first 4 options are enacted the complaints team will inform the student group and let the reporting party know the investigation has concluded

11.4 If they decide on option 5 then a disciplinary hearing will take place and the complaints team will inform the student group and the reporting party.

11.5 The complaints team may be advised by the Director of People, Culture and Organisational Development, members of the Management Group, colleagues from the university Student Resolution Service (SRS) and/or external legal or Human Resources (HR) advisors.

12. Disciplinary Hearing

12.1 The Complaints Team will convene a panel, agree a Chair for the Panel and arrange a hearing as soon as is possible.

12.2 The disciplinary hearing panel will normally be made up of three people who are trained and had no prior involvement with the case. This could be either an SU staff member, university staff member, SU trustee or an external body. The panel will normally include a member of the Management Group (Directors/Heads Of).

12.3 The order of the disciplinary hearing, evidence to be considered and witnesses to be called will be at the discretion of the complaints team, in conjunction with the chair.

12.4 The student group members attending the hearing will receive a copy of the hearing bundle (some information may need to be redacted)

12.5 A member of the People / Governance team will usually act as note-taker to the disciplinary hearing and the Governance and L&D Manager will usually act as the clerk and will assist and advise the Panel.

12.6 The Investigating Officer will usually present the case and evidence on behalf of the Students' Union.

12.7 Representatives of the committee of the student group will be invited to attend the hearing. The hearing may take place in person or online.

12.8 The reporting party or witnesses may be invited to attend the hearing as witnesses and asked to give evidence (online if appropriate); however they are not a party to the proceedings and will not attend all of the hearing. They will not receive the hearing bundle.

12.9 The student group can bring someone for support or to represent them at the hearing. They are normally expected to answer any questions put to them, unless they have a good reason for not doing so.

12.10 The panel may ask questions of anyone present and will rely only on evidence presented at the hearing, either orally or in the hearing bundle which was sent in advance.

12.11 The Chair may impose time limits on submissions and the panel have the ability to adjourn a hearing to another date, if needed.

12.12 The panel may find the student group guilty of misconduct or unacceptable behaviour if on the basis of evidence, it is satisfied on the balance of probabilities, of the student groups guilt. Once a finding of guilt has been established, the Panel can impose any of the sanctions listed at **Annex 1**.

12.13 If the members of the Panel cannot agree, the decision of the Panel will be that of the majority of its members or the Chair if there is an uneven number.

12.14 The student group will receive an email detailing the outcome/decision and sanctions imposed. This will usually be within 14 days of the hearing.

12.15 The student group has a right of appeal, as set out in [Section 14](#).

12.16 The reporting party will receive confirmation of whether the allegations were upheld (found guilty), partially upheld or not upheld and informed of the sanction where it has a direct impact on their safety and wellbeing, such as a non-contact order, restrictions from an activity or letter of apology.

12.17 The disclosure of further information will be considered on a case-by-case basis due to data protection and confidentiality.

13. Sanctions

13.1 Once a finding of guilt has been established, the Panel can impose any of the sanctions listed at **Annex 1**.

13.2 When determining sanctions, consideration will be given to the seriousness and circumstances of the misconduct or unacceptable behaviour and any mitigating circumstances raised by the responding party or their representative.

13.3 The sanction(s) given are only limited to an individual's interaction with Bristol SU

13.4 Bristol SU will keep a record on the complaints database of the student groups misconduct or unacceptable behaviour and any sanctions imposed, and will share with the University if appropriate.

13. Appeals

13.1 A student group may appeal against a finding of guilt or against a sanction imposed.

13.2 The appeal must be made to Bristol SU within 7 days of the email outlining the outcome/decision.

13.3 The student group must set out the ground on which the appeal is based and send via email to bristolsu-complaints@bristol.ac.uk

13.4 The potential grounds of appeal are:

- **That the decision was not reasonable;**
- **That the procedure was not correctly followed when making the decision;**
- **That new evidence has come to light that was not available to the original decision maker which may have materially affected the decision.**

13.5 The appeal will be heard by a member of the Bristol SU Senior Management Team who has had no prior involvement with the case.

13.6 The appeal will not involve a rehearing of the case but will consider your grounds for appeal and whether the outcome received was reasonable in the circumstances.

13.7 The student group may present the appeal in person or in writing, and may be represented by an adviser, friend or other representative.

13.8 The Senior Manager considering the appeal may:

- **Reject the appeal and confirm the original sanction/s;**
- **Uphold the appeal and revoke the original decision and sanction/s;**
- **Partially uphold the appeal and confirm the finding of guilt but amend the sanction/s to impose a lesser or greater sanction.**

13.9 The decision of the Appeals Hearing is final and binding. No further appeals will be considered, and the SU's disciplinary process is exhausted.

14. Confidentiality and Safeguarding

14.1 An appropriate level of confidentiality is important for an effective complaint and disciplinary process and must balance transparency and the requirements of natural justice against a legitimate expectation of personal privacy.

14.2 To ensure the integrity of the process, all parties involved will be expected to maintain an appropriate level of confidentiality, as well as ensuring confidentiality of documents.

14.3 We recognise that in some circumstances it may be necessary and appropriate for those involved in complaints and disciplinary cases to share certain confidential information with third parties, including:

- Professional advisers / representatives;
- The university Wellbeing Service, or other wellbeing professionals;
- Bristol SU Academic Advice service for the purpose of obtaining advice and support;
- Family members and confidants (on the basis that those people maintain confidentiality);
- Relevant external bodies such as the police, Office of the Independent Adjudicator (OIA) or the Office for Students (OfS).

14.4 Bristol SU may also disclose information to:

- Those who need to know in order to discharge their responsibilities at work; where we consider it in the interests of health and safety at work or the welfare of other staff, students or the public interest
- The university, where it is required to take a coordinated approach
- Witnesses and/or attendees at any meetings relating to the complaint;
- Our professional advisers for the purposes of obtaining advice;
- Other relevant external bodies such as the police, OIA or the OfS, especially where disclosure is required by law

15. Reviewing Policy

15.1 Bristol SU's Trustee Board oversees and approves this policy, and it is reviewed regularly to ensure it is fit for purpose.

15.3 Conduct and Disciplinary Cases are reviewed and managed by the complaints team and sometimes the safeguarding team. They are responsible for ensuring that cases are managed in a consistent and appropriate way and any learning is identified and actioned.

Annex 1: Suggested sanctions for breaching the Student Group Code of Conduct

A disciplinary panel that is considering sanctions against student groups who have breached the Student Group Code of Conduct policy will give consideration to the matrix below.

Student Group Conduct Decision Matrix

Breach of the Student Group Code of Conduct	Risk of harm to individuals and/or organisation			
		Slightly Harmful Risk of minor injury / risk of minor reputational damage	Harmful Risk of external intervention (e.g. hospitalisation or other) / local level reputational damage to Bristol SU. Conduct may suggest poor culture.	Extremely Harmful Risk of serious physical or mental harm / national level reputational damage to Bristol SU. Conduct may indicate toxic culture.
	Minor Breach	1	2	3
	Moderate Breach Organisational rules broken	2	4	6
	Major Breach Civil / criminal law potentially broken	3	6	9

Any breach of this Code of Conduct may result in one or more of the following sanctions (this is not an exhaustive list) and sanctions are decided at the discretion of the disciplinary panel. It may also be possible that both group and individual sanctions are deemed necessary in some cases.

Group Sanctions:

1	Warning
	Letter of apology to be written
	Requirement for committee and/or members to undertake training
2	Financial penalty
3	Removal of (one or multiple) privileges for less than a month (may include funding, room bookings, accreditations, welcome fair stall, etc.)
4	Removal of (one or multiple) privileges for 3-6 months (may include funding, room bookings, accreditations, welcome fair stall, etc.)
	Removal of grant funding and/or the ability to apply for funding in the future
	Required to perform unpaid services for the university or local community
6	Requirement for removal / replacement of some / all committee members
	Removal of (one or multiple) privileges for 1 year (may include SU/UoB funding, room bookings, accreditation, welcome fair stall, etc.)

9	Refer to university disciplinary action
	Suspension / disaffiliation of student group for 1 academic year
	Disaffiliation of student group for 3 academic years
	Permanent expulsion of student group

Any of the above sanctions may be suspended for a fixed period of time. If the student group is found guilty of subsequent misconduct, or does not comply with improvement requirements, within that period the suspended sanction will immediately take effect.

In addition to group sanctions, individuals may face sanctions in accordance with our Student Conduct and Disciplinary Policy.

The level of the highest breach shall generally determine the maximum level of sanction, however the panel will have discretion to consider:

- Prior examples of misconduct
- Any action already taken to address the issues, and whether they have been resolved satisfactorily
- Any other relevant context or mitigation circumstances

Annex 2: Guidance for Precautionary Measure Decisions

Low	Moderate	High	Urgent
No evidence of pre-planning, targeting the victim or of an unprovoked attack.* No current risk (may be an historical incident) and this incident doesn't bring a risk of harm. The responding student has no allegations under Bristol SU / university Disciplinary Regulations. No threats made against the student and / or the student's personal property on university premises. The circumstances of the current incident do not suggest that the student might commit other offences if not restricted from accessing activities / services / spaces. Student is academically progressing. Student has a support network. No concerns raised by third parties. Issue is singular and other stressors are low. No mention of current or past self-harm. Student has insight into the issues. Student is taking steps to access support / reduce risks.	This incident does not involve a pre-planned or unprovoked attack but there is evidence that the victim was targeted.* This incident does not involve the use of a weapon. The respondent has unproven or a minor proven allegation that does not involve violence, threats of violence or intimidating behaviour. No direct threats made to the student but the incident is such that it might normally provoke strong feelings. The circumstances of the current incident suggest that the responding student may commit offences involving violence, threats of violence or intimidating behaviour, harassment, bullying or damage to property, if not restricted from accessing activities, services and/or spaces. Student is academically engaged. Student has some support network. No concerns raised by third parties. Issue is singular and other stressors are moderate. No current or past self-harm and have plans for the future. They have self-insight and plan to engage with support.	This incident involves a pre-planned or unprovoked attack with or without the victim being targeted.* This incident involves physical harm which may be with the use of a weapon. The responding student has a major allegation or pattern of behaviour of minor allegations that involves violence, sexual violence, threats of violence or intimidating behaviour. Direct threats have been made against the student or there are rumours of reprisal attacks. The circumstances of the current incident suggest that the responding student will commit offences involving violence, sexual violence, threats of violence, intimidating behaviour, harassment, bullying or damage to property, if not restricted from accessing activities, services and/or spaces. Student is struggling academically / socially, has minimal support networks or relationships are not supportive. Third parties have raised concerns. Issues are complex. Student sometimes has suicidal ideation. Student is reluctant to engage with support and university processes.	This incident involves a pre-planned or unprovoked attack with the victim being targeted.* This incident involves predatory behaviour or significant physical harm which may be with the use of a weapon. The respondent has a pattern of escalating incidents which may be in close succession that involves violence, sexual violence, threats of violence or intimidating behaviour. There have been reprisal attacks. The circumstances of the current incident suggest that the student will commit other offences if not restricted from accessing activities, services and/or spaces which puts the safety of the university community at significant risk. Student is academically disengaged or struggling. Student is isolated or relationships are not supportive. Third parties have raised concerns. Issues are complex across multiple areas. History of or current self-harm. Student does not have insight into the issues. Student refuses to

			engage with support and SU / university processes.
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*Not applicable to sexual violence cases.