

### Misconduct Types and Sanctions Table

Unacceptable behaviour is not limited to the examples stated below. Any student(s) can be referred to the Misconduct Procedures should their conduct not be in accordance with [The RVC Charter](#), RCVS Code for Professional Conduct for Veterinary Surgeons, RCVS Code for Professional Conduct for Veterinary Nurses, [General Regulations for Study and Award](#), [RVC Data Protection Policy](#), [COVID-19 Resilience Commitment](#), [Student Complaint and Resolution Procedure](#) or may cause reputational damage to the RVC, the profession or an individual.

	Misconduct Type	Examples of unacceptable behaviour	Examples of Sanctions and conditions
<b>Minor infringements</b>	Physical	<ul style="list-style-type: none"> <li>▪ Physical misconduct not resulting in (or expected to result in) injury, such as pushing, shoving, and pulling of hair.</li> <li>▪ Physical misconduct that started as 'play' or 'rough housing'.</li> </ul>	<ul style="list-style-type: none"> <li>• Written/verbal warning.</li> <li>• Recommendation to attend RVC Support Services.</li> <li>• Written/ verbal apology.</li> </ul>
	Sexual	<ul style="list-style-type: none"> <li>▪ Making unwanted remarks of a sexual nature.</li> <li>▪ Non-verbal harassment e.g., sending unwanted emails or messages containing sexual content.</li> </ul>	
	Abusive	<ul style="list-style-type: none"> <li>▪ Threats to hurt another person.</li> <li>▪ Acting in an intimidating and hostile manner.</li> <li>▪ Addressing staff or students in an impolite or inappropriate manner.</li> <li>▪ Use of inappropriate language.</li> <li>▪ Micro-aggressions against an individual's protected characteristic* that results from ignorance or stereotyping, rather than to be intentionally hurtful.</li> </ul>	
	Anti-Social	<ul style="list-style-type: none"> <li>▪ Repeated use of mobile phones in classes and/or within quiet zones (e.g., the library).</li> <li>▪ Repeated or deliberate late arrival for appointments and classes.</li> <li>▪ Noise disturbance either on- or off- campus.</li> <li>▪ Misuse or damage (through carelessness) to RVC property or that of another person.</li> <li>▪ Minor infringements of health and safety regulations especially if through ignorance or carelessness, rather than deliberate i.e., blocking a fire escape or covering a smoke alarm.</li> </ul>	
	Animal related	<ul style="list-style-type: none"> <li>▪ Failure to appropriately care for animals through neglect or carelessness (minor, isolated incident not resulting in lasting harm).</li> </ul>	
	Internet/social media	<ul style="list-style-type: none"> <li>▪ Posting images of people or animals without the owner's permission which would not be expected to result in distress or concern to the person/owner.</li> <li>▪ Posting non-offensive material on internet sites that contain offensive material, or where posting of material might be considered to bring the RVC or the professions into disrepute by association (e.g., pornography sites).</li> <li>▪ Microaggressions (as described above) via social media.</li> </ul>	

	Misconduct Type	Examples of unacceptable behaviour	Examples of Sanctions and conditions
<b>Intermediate infringements</b>	Physical	<ul style="list-style-type: none"> <li>▪ Repeated minor physical misconduct.</li> <li>▪ Physical misconduct resulting in transient injury not requiring medical attention, or injury that would not be anticipated (e.g., the victim falls and injures themselves as an indirect consequence) e.g., Inappropriate physical contact to another person such as, punching, kicking, slapping, and biting.</li> <li>▪ Failure to desist from minor physical misconduct following bystander intervention.</li> </ul>	<ul style="list-style-type: none"> <li>• Written warning.</li> <li>• Written apology.</li> <li>• Second and Final written warning.</li> <li>• Notifying the RVCSU to review and consider the justified outcome against the reported persons involvement with RVCSU social events and/or their RVC representations.</li> <li>• Fine up to £500 and/or a period of repaid time to the RVC.</li> <li>• Referral to a Misconduct Panel to review and consider a more stringent sanction.</li> </ul> <p><b>Implementation of conditions related to:</b></p> <ul style="list-style-type: none"> <li>• Compulsory attendance at a workshop/ coaching session.</li> <li>• A written reflective essay.</li> <li>• Study i.e., referral to an SPD meeting.</li> <li>• Clinical practice conditions such as a requirement to attend UK only placements.</li> </ul>
	Sexual	<ul style="list-style-type: none"> <li>▪ Repeated minor sexual misconduct.</li> <li>▪ Verbal harassment such as whistling, catcalling or sexual innuendos.</li> <li>▪ 'Catfishing' i.e., adopting the identity of someone else to make sexual advances on their behalf.</li> <li>▪ Initiating or propagating malicious rumours of a sexual nature about another student or staff member.</li> <li>▪ Sending inappropriate images of a sexual nature.</li> <li>▪ Posting inappropriate images of a sexual nature on-line.</li> <li>▪ Non-verbal harassment e.g., sending unwanted emails or messages containing sexual content.</li> <li>▪ Disclosing, or threatening to disclose, details of another individual's sexuality without their consent.</li> </ul>	
	Abusive	<ul style="list-style-type: none"> <li>▪ Threats to hurt another person.</li> <li>▪ Bullying and harassment via any means; this could include publishing offensive material about another person.</li> <li>▪ Discriminatory, demeaning, abusive or offensive language or comments.</li> <li>▪ Abusive comments related to an individual's protected characteristic. *</li> <li>▪ Repeatedly contacting another person (by phone, email, text, or social media) against the wishes of the other person.</li> </ul>	
	Anti-Social	<ul style="list-style-type: none"> <li>▪ Repeated minor or major infringements of noise disturbance either on or off campus.</li> <li>▪ Deliberate misuse or minor damage of RVC property or that of another individual.</li> <li>▪ Deliberate/knowing infringements of health and safety regulations, especially those of a more serious nature i.e., removing and damaging of fire preventative equipment.</li> <li>▪ Driving or operating machinery under the influence of alcohol or other recreational drugs if endangering other RVC staff or students.</li> <li>▪ Possession of a class B or C drug for personal use.</li> <li>▪ Covertly recording RVC staff member or another student without their prior consent or permission.</li> <li>▪ Being dishonest in a student's clinical responsibilities other than an assessment-based task for example, documented evidence or suspicion to support a patient report has been doctored or falsified.</li> </ul>	
	Animal related	<ul style="list-style-type: none"> <li>▪ Failure to care for animals resulting in harm where this is non-deliberate (e.g., through ignorance or neglect).</li> </ul>	
	Internet/social media	<ul style="list-style-type: none"> <li>▪ Repeated minor infringements.</li> <li>▪ Posting images of people or animals which result (or might reasonably anticipated to result) in distress or concern to the person/owner.</li> <li>▪ Inappropriate use of internet or social media which might cause offence and be regarded as bullying or harassment.</li> <li>▪ Inappropriate use of personal information.</li> </ul>	

	Misconduct Type	Examples of unacceptable behaviour	Examples of Sanctions and conditions
<b>Major infringements</b>	Physical	<ul style="list-style-type: none"> <li>▪ Possession of a weapon for the purpose of injuring another person.</li> <li>▪ Repeated intermediate-level physical misconduct.</li> <li>▪ Inappropriate physical conduct requiring medical attention and/or causing lasting injury.</li> <li>▪ Pre-meditated physical misconduct.</li> </ul>	<ul style="list-style-type: none"> <li>• Written warning held on the students record.</li> <li>• Written apology</li> <li>• Interruption of study</li> <li>• Suspension of Study</li> <li>• Permanent withdrawal from the programme</li> </ul> <p><b>Implementation of conditions related to:</b></p> <ul style="list-style-type: none"> <li>• Make permanent or periodic withdrawal of privileges e.g., from out of hours facilities, RVCSU social events or representation duties.</li> <li>• A written reflective essay.</li> <li>• Compulsory attendance at a workshop/ coaching session.</li> <li>• Fines for reparation, damage, or loss of belongings/property.</li> <li>• Fines up to £1000 and/or a period of unpaid time to the RVC.</li> </ul>
	Sexual	<ul style="list-style-type: none"> <li>▪ Engaging in a sexual act without consent.</li> <li>▪ Attempting to engage with a sexual act without consent.</li> <li>▪ Creating, disclosing, or threatening to disclose nude, sexual, or sexually explicit photos, films, or messages without consent and with intent to cause distress.</li> <li>▪ Touching another person inappropriately without consent.</li> <li>▪ Disclosing, or threatening to disclose, details of another individual's sexuality without their consent.</li> </ul>	
	Abusive	<ul style="list-style-type: none"> <li>▪ Repeatedly threatening to hurt another person.</li> <li>▪ Causing deliberate injury to another person.</li> <li>▪ Repeatedly acting in an intimidating and hostile manner.</li> <li>▪ Bullying and harassment of a member of staff via any means; this could include publishing offensive material about another person.</li> <li>▪ Inappropriate use of internet or social media which can cause offence and be regarded as bullying or harassment or reputational damage to the RVC or an individual.</li> <li>▪ Repeat offences of discriminatory, demeaning, abusive or offensive language or comments.</li> <li>▪ Repeat offences of abusive comments related to an individual's protected characteristic. *</li> <li>▪ Repeatedly contacting another person (by phone, email, text, or social media) against the wishes of the other person</li> </ul>	
	Anti-Social	<ul style="list-style-type: none"> <li>▪ Deliberate infringement of health and safety regulations resulting in injury to self or others, or where this might be reasonably anticipated to occur.</li> <li>▪ Noise disturbance (either on or off-campus) where the impact on others is intolerable.</li> <li>▪ Deliberate, extensive damage to property belonging to others.</li> <li>▪ Possession of class A drugs</li> <li>▪ Possession of drugs with intent to supply.</li> <li>▪ Repeat infringement of covertly recording a RVC staff member or another student without their prior consent</li> <li>▪ Recurring dishonesty in a student's clinical responsibilities other than an assessment-based task for example, documented evidence to support patient reports have been doctored or falsified on more than one occasion.</li> </ul>	
	Animal related	<ul style="list-style-type: none"> <li>▪ Repeated minor or intermediate level infringements.</li> <li>▪ Deliberate harm to animals (other than for accepted husbandry or veterinary purposes, such as tail-ringing or neutering for example)</li> </ul>	
	Internet/social media	<ul style="list-style-type: none"> <li>▪ Repeated minor or intermediate level infringements.</li> <li>▪ Actions causing major reputational damage to the RVC or the professions</li> </ul>	
	Precautionary Measurements	<ul style="list-style-type: none"> <li>▪ Failure to comply with any the precautionary measures set by the RVC as part of the Misconduct Procedures.</li> </ul>	

\*Definition: Having a protected characteristics means you have the right not to be treated less favourable or subjected to an unfair advantage by reason of that characteristics for example, because of race, gender, sex, sexual orientation, age, religion or belief, disability, gender reassignment, pregnancy or maternity or civil partnership.