

Appendix 3 Student General Misconduct penalties

The table below provides examples of individual misconduct, the nature of misconduct and indicative penalties. Authorised delegates should use these tables as a guide in determining penalties for misconduct, and refer to the following policies:

- Bullying Discrimination, Harassment and Sexual Misconduct Policy
- ICT Acceptable Use Policy
- Social Media Policy
- Student's Suitability to Continue a Course Involving Placement Policy

Misconduct	Considerations	Consequence		
		Level 1 Minor	Level 2 Moderate	Level 3 Serious
Impairs freedom to study	<p>Naïve/ first offence</p> <p>Inadvertent</p> <p>Lack of understanding</p> <p>Deliberate with wilful intent</p> <p>Significant impact on others</p> <p>Interfering with class delivery or other students learning experiences</p> <p>Second/multiple offence</p>	<ul style="list-style-type: none"> • Caution or other precautionary measure • Reprimand • Warning letter to student • Refer student to counselling • Student may be required 	<ul style="list-style-type: none"> • Removed from learning environment, potentially by security • Potential loss of privileges such as email or access to JCU Learn • Suspension for a defined period 	<ul style="list-style-type: none"> • Make restitution financially • Suspension from the subject • Suspension from the course • Cancellation of enrolment

Contravention of student policies	Significance of the breach	<p>to undertake activities designed improve their behaviour</p> <ul style="list-style-type: none"> • Suspension for a defined period • Restrictions to undertake certain activities on campus or placements • Restrictions on access to campus and campus services (including library, ICT, study facilities) 	<ul style="list-style-type: none"> • Exclusion or restrictions to undertake certain activities on campus or placements for a defined period • Restrictions on access to campus and campus services (including library, ICT, study facilities) • Make restitution where practical or pay damages 	<ul style="list-style-type: none"> • Expulsion from the University • Withholding of results for a defined period • Restrictions to activities as deemed necessary • Notify professional or legal authorities • Criminal prosecution • Remediation action strategy to be undertaken
Sabotage/damage to University property	Inadvertent/accidental Careless/unprofessional Deliberate with wilful intent			
Withholds or falsifies official documents such as medical certificates or other supporting documentation	Status of the document Fraud/legal documents			
Psychological violence or harassment	Mild first offence Serious Multiple offences of deliberate nature			
Physical violence	Accidental Intentional not severe			

	Intentional severe			
Verbal abuse or inappropriate language	<p>Mild first offence</p> <p>Is considered discriminatory or offensive, denigrates, excludes, isolates or humiliates</p> <p>Multiple offences, unprofessional</p>			
Disruption of University activities	<p>Naïve</p> <p>Deliberate-low-impact</p> <p>Deliberate-high impact which is threatening or violent</p> <p>Systemic</p>			
Divulging confidential personal information (physically or through social media)	<p>Naïve</p> <p>Deliberate-low-impact</p> <p>Deliberate-high impact</p> <p>Systemic</p>			

Failure to follow reasonable and lawful instructions by university staff	Inadvertent/ misunderstanding Deliberate with wilful intent causing serious disruption			
Use of illicit substances on University property	First offence Multiple offences			
Access to restricted areas of the University	Inadvertent/ misunderstanding Deliberate with wilful intent Level of benefit derived			
Improper use of University equipment or facilities	Inadvertent/misunderstanding Ignores safety guidelines in using University facilities and equipment Deliberate with wilful intent			

Failure to comply with penalties imposed	Significance of non-compliance			
--	--------------------------------	--	--	--

SUPERSEDED