

Appendix 4 Student Professional Misconduct penalties

The table below provides examples of professional misconduct, the nature of misconduct and indicative penalties. Professional conduct may be observed on campus in association with formal coursework, and/or off-campus associated with work integrated learning, professional placements, fieldwork or excursions, or any other activities associated with the discipline in a professional setting. Authorised delegates should use these tables as a guide in determining penalties for professional misconduct, and refer to the following policies:

- 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
Behaving inappropriately or Behaviour contrary to professional standards: <ul style="list-style-type: none"> • Offensive/inappropriate language • Inappropriate dress code or contravention of safety requirements • Sharing personal and private details of clients 	Naïve Misunderstanding Poor induction Misinformation given Contrary protocols First offence Patterned behaviour	<ul style="list-style-type: none"> • Caution or other precautionary measure • Reprimand • Warning letter to student • Refer student to counselling • Student may be required to undertake 	<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 	<ul style="list-style-type: none"> • Make restitution financially • Suspension from the subject • Suspension from the course • Cancellation of enrolment • Expulsion from the University

<ul style="list-style-type: none"> • Cultivation of relationships inappropriate to the workplace • Inappropriate use of social media whilst on professional placement • Lack of reliability or punctuality • Inappropriate use of equipment/technology • Creating risk for professional clients • Creating potential health and safety risks in a workplace • Failure to comply with occupational requirements • Discriminating against others on the basis of race, religion, appearance or social standing whilst on professional placement • Breaches of the law 	<p>Deliberate-low-impact</p> <p>Deliberate-high impact</p> <p>Multiple offences</p> <p>Systemic</p>	<p>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"> • Suspension for a defined period • 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"> • 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
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Contravention of JCU student policies whilst on professional placement or other WIL activities	Significance of the breach			
Activities in breach of either personal or academic codes of conduct whilst on professional placement	Significance of the breach (see procedures and protocols for personal and academic misconduct)			

SUPERSEDED