



Alumni / Visitor / Guest Conduct Policy

Introduction

St Peter's College promotes respectful behaviour and conduct, and does not anticipate a misalignment between these values and those of our alumni (Old Members), guests and visitors. The College is committed to fostering an inclusive culture that promotes equality, values diversity and maintains a working, learning and social environment in which the rights, identities and dignity of all members of the College community are respected.

Alumni/Guest/Visitor Conduct Policy

This policy outlines the College's expectations in relation to alumni/guest/visitor behaviour during participation in College-organised programmes and events held on College premises or in external locations officially designated as part of a College event. This policy applies to both alumni and guest conduct on our estate and in public spaces, including social media.

St Peter's College expects all members of the College community, its visitors and guests to treat each other with respect, courtesy and consideration. Alumni are expected to ensure that any guests they bring to St Peter's College or to College events abide by this Conduct Policy.

The College reserves the right to restrict or withdraw alumni services and benefits, including any engagement in our events or programmes, following a fair and transparent review process.

Behaviours Contravening the Policy

Examples of behaviours which contravene the Alumni/Guest/Visitor Conduct Policy, include, but are not limited to:

1. Conduct that disrupts or significantly impacts the enjoyment or safety of other attendees at College-organised events, and/or other members of the College community.
2. Failure to comply with reasonable instructions given by College employees in relation to conduct at events.
3. Unacceptable behaviour including but not limited to:
 - a. Aggressive or offensive behaviour:
This includes, but is not limited to, reports of threats, physical violence, bullying (including online bullying), victimisation, discrimination and rudeness, whether made to a member of our community directly on College premises, or elsewhere, including on social media and/or via email.
 - b. Harassment

This includes unwanted conduct that has the effect of violating an individual's dignity or creating an intimidating, hostile, degrading or offensive environment.

c. Sexual misconduct

This includes inappropriate or unwelcome conduct of a sexual nature that occurs in public spaces or in a manner that breaches community standards. This applies to actions carried out through any medium, including physical, verbal or online (and includes inappropriate comments as well as actions).

Actions which may be taken if alumni, visitors or guests contravene the Alumni/Guest/Visitor Conduct Policy

Action will be taken only in the case of a breach of this Policy. Upon notification of an incident and the receipt of any related evidence concerning the alleged misconduct, the Director of Development and Alumni Relations, in consultation with the College's Senior Officers, will review the matter in accordance with the process outlined below.

Courses of action available to the Director of Development and Alumni Relations or an appropriate nominee are as follows:

Immediate Action

1. Requesting that the Old Member or guest cease the behaviour immediately and issuing a verbal warning.
2. Requesting that the Old Member or guest leave College premises.

Further Action

3. If the case is a minor and/or first event, the Old Member or guest may receive a written warning which outlines that, if a further incident occurs, withdrawal of alumni services and benefits may be considered. This warning will include a clear outline of the process.
4. If the case is sufficiently serious and/or is a second offence, the Old Member or guest may receive written confirmation of the termination of their Old Member services and benefits.

Process:

If an incident is reported, the College will:

1. Conduct an initial review of the complaint, gathering relevant evidence.
2. Provide the individual with an opportunity to respond to the allegations.
3. Assess the case with relevant College officers and determine appropriate action.
4. Communicate the decision in writing, including any right to appeal.

Decisions to withdraw alumni services and benefits must be subject to a documented and fair process, ensuring that the Old Member is given the opportunity to respond before a final decision is made.

Review and Amendments

This policy is intended to serve as guidance in extreme situations where action must be taken by College officers. It will be reviewed periodically to ensure clarity and appropriateness.

Date of approval: March 2025