PROCEDURE FOR MANAGING ALLEGED GENERAL MISCONDUCT BY A STUDENT

<table>
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<tr>
<th>Approved by:</th>
<th>UOW College Academic Board</th>
<th>Date:</th>
<th>11 June 2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>Date Effective:</td>
<td>23 June 2008</td>
<td>Date of Next Review:</td>
<td>October 2015</td>
</tr>
<tr>
<td>Document No:</td>
<td>PR-UOWC-09.2</td>
<td>Revision:</td>
<td>3</td>
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<td>Custodian:</td>
<td>General</td>
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Supporting Documents, Procedures & Forms:
- Student Conduct Policy
- Student Handbook
- Student Grievance Policy
- Privacy Policy
- Records Management Policy
- UOW Campus Access and Order Rules
- UOW Code of Conduct – Library
- Halls of Residence Handbooks
- IT Acceptable Use Policy (and associated IT Policies)

References & Legislation:
- General Retention and Disposal Authority GDA23
- State Records Act 1998
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1 Purpose of Procedure

1.1 This procedure supports and should be read in conjunction with the Student Conduct Policy. In accordance with the Policy, this procedure must be followed when managing alleged academic misconduct by a student.

1.2 The purpose of this procedure is to direct College staff and students on the process to be followed when managing alleged general misconduct by a student.

2 Scope of Procedure

2.1 This procedure applies to the management of alleged general misconduct by a student of UOW College, as defined in section 4 of the Student Conduct Policy, under the circumstances defined in section 3 of the Student Conduct Policy.

3 Definitions

<table>
<thead>
<tr>
<th>Word/Term</th>
<th>Definition</th>
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</thead>
<tbody>
<tr>
<td>complainant</td>
<td>A person who claims that a student has acted in a manner that does not comply with the College’s or UOW's Rules, codes, policies or procedures</td>
</tr>
<tr>
<td>Central Register</td>
<td>A register and file of student misconduct investigations, controlled and maintained by the College.</td>
</tr>
<tr>
<td>Conflict of Interest</td>
<td>A conflict between a person's private interests and College's obligations</td>
</tr>
<tr>
<td>Due Process</td>
<td>Procedural rights under this procedure, including the application of the principles of natural justice</td>
</tr>
<tr>
<td>SOLSMail</td>
<td>Student Online Services email system</td>
</tr>
</tbody>
</table>

3.1 All other definitions relating to Student Conduct are detailed in Section 4 of the Student Conduct Policy.

4 Roles and Responsibilities

4.1 Roles and responsibilities are detailed in Section 5 of the Student Conduct Policy.

5 General Misconduct by a Student

5.1 General misconduct by a student can include, but is not limited to:

a. Library misconduct, for example disruptive behaviour in the library, overdue items, damaging materials
b. Misconduct in University Residence, for example disruptive behaviour, harassing other residents, damaging property, breaching the Campus Access & Order Rules within a Residence, other conduct by a student, including criminal conduct, which is detrimental to the proper conduct or reputation of the University

c. IT misconduct, for example disclosing a user ID and password, giving access to the IT network, using another person’s password, disrupting or damaging IT facilities, misusing email, accessing offensive material without authority, illegal or unauthorised downloading of music, video or text, creating or installing malicious software, gaining unauthorised access to the College’s or UOW’s IT facilities

d. Other misconduct, for example breaches of Campus Access & Order Rules (excluding those which takes place in a University Residence), breaches of other UOW by-laws, rules, policies, codes or resolutions not covered under the above categories, other conduct by a student, including criminal conduct, which is detrimental to the proper conduct or reputation of the College or UOW such as harassing, threatening or abusing students or staff, disrupting a class or examination, damaging College or UOW property or external property while representing UOW College as a student, multiple or blatant breaches of parking rules, and other conduct detrimental to the proper conduct or reputation of the College such as attempting to bribe or otherwise improperly influence staff or falsifying documents (e.g. medical certificates or enrolment documents).

5.2 Acceptable and unacceptable general conduct of a student is outlined in:

a. the UOW Campus Access & Order Rules

b. the UOW IT Acceptable Use Policy and associated IT policies

c. the UOW Code of Conduct – Library

d. the UOW Halls of Residence Handbooks

e. Other College or UOW policies and practices.

Responses to General Misconduct

5.3 General misconduct by a student may be managed by a Low-Level Response or High-Level Response. Outcomes of each level of response are shown in table 5.1.

Table 5.1:

<table>
<thead>
<tr>
<th>General Misconduct by a Student</th>
<th>Low-Level Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Library Misconduct</td>
<td>a. Reprimand from the UOW Librarian or standing nominee;</td>
</tr>
<tr>
<td></td>
<td>b. Fine (as prescribed in the Library Borrowing Conditions) for</td>
</tr>
</tbody>
</table>

Hardcopies of this document are considered uncontrolled please refer to the UOW College website or UOW Enterprises intranet for the latest version.
<table>
<thead>
<tr>
<th>General Misconduct by a Student</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>High-Level Outcomes</strong></td>
</tr>
<tr>
<td>a. Reprimand from the General Manager;</td>
</tr>
<tr>
<td>b. Charge for costs of replacing or repairing any damaged property in excess of $1000;</td>
</tr>
<tr>
<td>c. Fine of up to $1000;</td>
</tr>
<tr>
<td>d. Immediate Suspension by the General Manager;</td>
</tr>
<tr>
<td>e. Deferred Suspension by the General Manager subject to one or more conditions (e.g. good behaviour, demonstrated consultation with a registered professional, academic performance);</td>
</tr>
<tr>
<td>f. Exclusion from the College by the General Manager;</td>
</tr>
<tr>
<td>g. Expulsion from the College by the General Manager; and/or</td>
</tr>
<tr>
<td>h. Any other penalty that the General Manager deems appropriate</td>
</tr>
<tr>
<td><strong>Low-Level Outcomes</strong></td>
</tr>
<tr>
<td>a. Reprimand from the General Manager or standing nominee;</td>
</tr>
<tr>
<td>b. Charge for costs of replacing or repairing any damaged property up to $1000; and/or</td>
</tr>
<tr>
<td>c. Requirement of Community Service</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>IT Misconduct</th>
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</thead>
<tbody>
<tr>
<td><strong>High-Level Outcomes</strong></td>
</tr>
<tr>
<td>a. Reprimand from the General Manager;</td>
</tr>
<tr>
<td>b. Charge for costs of replacing or repairing any damaged property in excess of $1000;</td>
</tr>
<tr>
<td>c. Withdrawal or restriction of access to IT Account</td>
</tr>
<tr>
<td>d. Fine of up to $1000;</td>
</tr>
<tr>
<td>e. Immediate Suspension by the General Manager;</td>
</tr>
<tr>
<td>f. Deferred Suspension by the General Manager subject to one or more conditions (e.g. good behaviour, demonstrated consultation with a registered professional, academic performance);</td>
</tr>
<tr>
<td>g. Exclusion from the College by the General Manager;</td>
</tr>
<tr>
<td>h. Expulsion from the College by the General Manager; and/or</td>
</tr>
<tr>
<td>i. Any other penalty that the General Manager deems appropriate</td>
</tr>
<tr>
<td><strong>Low-Level Outcomes</strong></td>
</tr>
<tr>
<td>a. Probation;</td>
</tr>
<tr>
<td>b. Reprimand from the Head of Residence or standing nominee;</td>
</tr>
<tr>
<td>c. Requirement of community service;</td>
</tr>
<tr>
<td>d. Requirement to complete online behaviour program or attend Counselling Service;</td>
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<tr>
<td>e. Withdrawal of resident privileges;</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Misconduct in University Residence</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Low-Level Outcomes</strong></td>
</tr>
<tr>
<td>a. Probation;</td>
</tr>
<tr>
<td>b. Reprimand from the Head of Residence or standing nominee;</td>
</tr>
<tr>
<td>c. Requirement of community service;</td>
</tr>
<tr>
<td>d. Requirement to complete online behaviour program or attend Counselling Service;</td>
</tr>
<tr>
<td>e. Withdrawal of resident privileges;</td>
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</table>
### General Misconduct by a Student

<table>
<thead>
<tr>
<th>Outcomes</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>High-Level</strong></td>
<td>f. Temporary or Permanent eviction from a University Residence; and/or</td>
</tr>
<tr>
<td></td>
<td>g. Charge for costs of replacing or repairing any damaged property up to $1000</td>
</tr>
<tr>
<td><strong>Low-Level</strong></td>
<td>a. Reprimand from the General Manager;</td>
</tr>
<tr>
<td></td>
<td>b. Charge for costs of replacing or repairing any damaged property in excess of $1000;</td>
</tr>
<tr>
<td></td>
<td>c. Fine of up to $1000;</td>
</tr>
<tr>
<td></td>
<td>d. Immediate Suspension by the General Manager;</td>
</tr>
<tr>
<td></td>
<td>e. Deferred Suspension by the General Manager subject to one or more conditions (e.g. good behaviour, demonstrated consultation with a registered professional, academic performance);</td>
</tr>
<tr>
<td></td>
<td>f. Exclusion from the College by the General Manager;</td>
</tr>
<tr>
<td></td>
<td>g. Expulsion from the College by the General Manager; and/or</td>
</tr>
<tr>
<td></td>
<td>h. Any other penalty that the General Manager deems appropriate</td>
</tr>
<tr>
<td><strong>Other Misconduct</strong></td>
<td>a. Reprimand from the General Manager or standing nominee;</td>
</tr>
<tr>
<td></td>
<td>b. Fine of up to $250;</td>
</tr>
<tr>
<td></td>
<td>c. Charge for costs of replacing or repairing any damaged property up to $1000; and/or</td>
</tr>
<tr>
<td></td>
<td>d. Limitation of student’s right of access to the College</td>
</tr>
</tbody>
</table>

5.4 The persons or panels that are authorised to implement outcomes at different levels are shown in table 5.2

Table 5.2:
Considerations when Implementing Outcomes

5.5 The following considerations may be taken into account when determining an appropriate response and outcome:

a. Any relevant individual circumstances of the student
b. Whether the student has previously been found in breach of student general conduct and is the subject of an entry on the Central Register
c. Any apparent intention to commit the offence by the student, and, if any
d. The level and effect of that intention.

6 Urgency Provisions

6.1 Where alleged general misconduct by a student:

a. is the subject of investigation by the police or other civil authorities
b. may bring the College or UOW and its staff and students into disrepute
c. involves extreme harassment or vilification which breaches the College's or UOW's Principles, Statement of Values, Rules, codes and/or policies
d. threatens the welfare or study of other students or staff, or
e. is otherwise considered to be serious enough to warrant immediate action,

a recommendation may be made to the General Manager that the following action be taken, pending the outcome of the investigation:

i. temporary block of the student’s IT access
ii. limitation of the student’s right of access to the College
iii. termination of the student’s right of access to the College, or
iv. immediate suspension of the student from the College.

6.2 The following officers may, after preliminary review, make a recommendation as detailed in clause 6.1:

a. Primary Investigation Officer
b. Chair of the Student Conduct Panel

6.3 Upon receiving a recommendation under clause 6.1 the General Manager or nominee of the General Manager may either:

a. accept the recommendation, impose a temporary block of IT access, limitation or termination of right of access, or immediate suspension, and, where appropriate, direct the officer that made the recommendation to refer the matter to the Academic Misconduct Panel as soon as possible and within a maximum of ten working days, or

b. not accept the recommendation for immediate suspension, limitation or termination of access, or temporary block of IT access, and refer the matter back to the officer that made the recommendation for further investigation in accordance with the normal procedure.

6.4 Where action is imposed under clause 6.3, the officer that recommended the action to the General Manager or nominee of the General Manager shall:

a. ensure that the student is served with a written notice of the temporary block of IT access, limitation or termination of right of access, or suspension, as a matter of urgency

b. refer the matter to the Student Conduct Panel for the service of an Investigation Notice in accordance with the appropriate procedures listed in clause 8.1, and

c. notify the relevant officers in writing.

7 Procedure for Managing Alleged General Misconduct by a Student

7.1 Staff members responsible for managing alleged general misconduct by a student shall follow the process set out in this procedure.

7.2 This procedure provides a staged investigation for dealing with all allegations of general misconduct by a student:

Stage 1: Initial determination by Primary Investigation Officer (PIO)
Stage 2: Conclusion of investigation by PIO
Stage 3: Investigation by Student Conduct Panel

7.3 A student has the right to appeal a decision at any stage of the investigation. The process for appealing decisions is outlined in the Student Grievance Policy.

Primary Investigation Officers

7.4 Table 7.1 shows the officers that hold the position of Primary Investigation Officer (PIO) for the purpose of managing alleged general misconduct by a student:
Table 7.1:

<table>
<thead>
<tr>
<th>Misconduct</th>
<th>Officer of Investigation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Library Misconduct</td>
<td>University Librarian or standing nominee</td>
</tr>
<tr>
<td>IT Misconduct</td>
<td>Deputy Vice-Principal (Finance and IT) or standing nominee</td>
</tr>
<tr>
<td>Misconduct in University Residence</td>
<td>Head of University Residence or standing nominee; General Manager of Accommodation Services</td>
</tr>
<tr>
<td>Other Misconduct</td>
<td>Regulatory Compliance Coordinator or Director, Legal and Governance</td>
</tr>
</tbody>
</table>

7.5 PIOs are permitted to seek advice from other PIOs during the investigation of alleged general misconduct by a student.

Stage 1 – Initial Determination by PIO

7.6 A staff member or student (complainant) shall refer an allegation of general misconduct by a student to the relevant Head of Program as soon as practicable after the alleged misconduct has occurred. The complainant shall provide the relevant Head of Program with all relevant information and evidence relating to the allegation.

7.7 The relevant Head of Program shall forward all relevant information and evidence to an appropriate Primary Investigation Officer who shall determine whether there is sufficient evidence that general misconduct may have occurred.

7.8 If there is not sufficient evidence that general misconduct may have occurred, the allegation shall be dismissed and no further action shall be taken. The PIO shall advise the relevant Head of Program of this outcome.

7.9 If there is sufficient evidence that general misconduct may have occurred, the allegation shall be upheld and investigated by the PIO.

7.10 The PIO shall discuss the allegation with the student and shall seek a student response to the allegation. If, after all reasonable efforts have been made to contact and discuss the allegation with the student, the PIO has not been able to do so; they may proceed with the investigation without discussion with the student.

7.11 Based on the evidence collected and the discussion with the student where this has taken place, the PIO shall determine whether general misconduct has occurred. The PIO must make this determination as soon as possible and within a maximum of ten working days of having received the allegation.
7.12 If the PIO determines that general misconduct has not occurred, the allegation shall be dismissed.

7.13 The PIO shall advise the student and relevant Head of Program that the allegation has been dismissed.

7.14 In some cases where it has been determined that general misconduct has not occurred, the PIO may determine that an informal response to the student's conduct is required. Actions that may be taken under an informal response are:
   a. Warning
   b. Requirement of a formal apology from the student.

7.15 The PIO may take action under an informal response at his/her discretion. A record of the interaction shall be kept by the College.

**Allegation Upheld**

7.16 If the PIO determines that general misconduct has occurred, the allegation shall be upheld.

7.17 The PIO shall request the relevant Head of Program to check the Central Register to determine whether an entry exists for the student for any previous general misconduct offence.

7.18 The PIO shall determine the appropriate level of response and outcome, in accordance with clauses 5.3 and 5.4. In determining the appropriate level of response and outcome, the PIO may give consideration to the factors listed in clause 5.5.

7.19 If the PIO determines that a low-level response is appropriate, they shall continue with management of the case in accordance with Stage 2 - Conclusion of investigation by Primary Investigation Officer.

7.20 If the PIO determines that a high-level response is appropriate, the PIO shall refer the case to the Student Conduct Panel, in accordance with Stage 3 – Investigation by Student Conduct Panel.

7.21 When referring a matter to the Student Conduct Panel, the PIO must:
   a. use the Referral of Misconduct Investigation Template to record full details of the case, including:
      i. a detailed explanation of the allegation
      ii. evidence supporting the allegation
      iii. result of discussion or interview with the student
      iv. the student's conduct history
      v. the recommended outcome
      vi. supporting materials
   c. advise the College to create a record of the case on the Central Register, and
   d. advise the student of the referral using the appropriate notice letter template.
7.22 A determination and response by the PIO shall be made as soon as possible and within a maximum of ten working days of having determined that general misconduct has occurred.

**Stage 2 - Conclusion of investigation by Primary Investigation Officer**

**Low Level Response**

7.23 The PIO shall determine the appropriate low-level outcome/action to be taken in accordance with clauses 5.3, 5.4 and 5.5.

7.24 The PIO shall:

a. impose the outcome

b. advise the relevant Head of Program to create a record of the case and the outcome on the Central Register, and

c. advise the student of the outcome using the appropriate notice letter template.

7.25 A student may appeal against a decision of the PIO, only if the appeal is based on lack of natural justice or due process, or if there is new evidence that has not previously been considered.

7.26 An appeal by a student against a decision of the PIO must:

a. follow the procedure outlined in the Student Grievance Policy,

b. state fully the reasons for the appeal, and

c. include any relevant documentary evidence to support the appeal.

**Appeal Dismissed**

7.27 If the General Manager determines that there are not sufficient grounds for the appeal, then the decision of the PIO stands. The General Manager shall:

a. advise the relevant Head of Program to update the case and outcome on the Central Register accordingly, and

b. advise the student and the PIO of the outcome using the appropriate notice letter template.

7.28 A student may appeal against a decision of the General Manager only if the appeal is based on lack of natural justice or due process, or if there is new evidence that has not previously been considered. Refer to the Student Grievance Policy.
Appeal Upheld

7.29 If the General Manager determines that there are sufficient grounds for the appeal, then the General Manager shall follow the procedure as outlined in the Student Grievance Policy.

Stage 3 - Investigation by Student Conduct Panel

7.30 The Student Conduct Panel shall consider cases referred to it by the PIO.
7.31 The Student Conduct Panel shall comprise:
   a. General Manager or nominee, as Chair
   b. Relevant Head of Program, or nominee
   c. One staff member (appointed by the Chair).

7.32 A Secretary to the Panel shall be appointed by the General Manager or nominee to assist the Panel in whatever way the Chair of the Panel directs.
7.33 The Student Conduct Panel shall meet to consider the evidence of the case and interview the student and any other persons relevant to the case. The Panel shall conduct the interview in accordance with Section 8 - Investigation Panel Procedures.
7.34 Based on the evidence considered and the interview with the student, the Student Conduct Panel shall determine whether general misconduct has occurred.

Allegation Dismissed

7.35 If the Student Conduct Panel determines that general misconduct has not occurred, the allegation shall be dismissed.
7.36 The Student Conduct Panel shall:
   a. advise the relevant Head of Program to update the record of the case on the Central Register, and
   b. advise the student and PIO of the outcome using the appropriate notice letter template for advice to the student.

Allegation Upheld

7.37 If the Student Conduct Panel determines that general misconduct has occurred, the allegation shall be upheld.
7.38 The Student Conduct Panel shall then determine the appropriate level of response and outcome (as detailed in clauses 5.3 and 5.4). When determining the appropriate level of response and outcome, consideration may be given to the factors listed in clause 5.5. The Student Conduct Panel shall:
   a. impose an outcome
b. advise the relevant Head of Program to record the case and outcome on the Central Register, and
c. advise the student and PIO of the outcome using the appropriate notice letter template for advice to the student.

Appeal against Decision of the Student Conduct Panel

7.39 A student may appeal against a decision of the Student Conduct Panel, only if the appeal is based on lack of natural justice or due process or if there is new evidence that has not previously been considered.

7.40 An appeal by a student against a decision of the Student Conduct Panel must:
   a. follow the procedure outlined in the Student Grievance Policy;
   b. state fully the reasons for the appeal, and
   c. include any relevant documentary evidence to support the appeal.

7.41 The Director, Legal and Governance or nominee shall consider the case put forward and evidence provided by the student to support the appeal.

7.42 The Director, Legal and Governance or nominee shall determine whether there are sufficient grounds for the appeal as soon as possible and within a maximum of ten working days of having received the appeal.

Appeal Dismissed

7.43 If the Director, Legal and Governance or nominee determines that there are not sufficient grounds for the appeal, then the decision of the Student Conduct Panel stands. The Director, Legal and Governance or nominee shall:
   a. advise the relevant Head of Program to document the appeal and outcome on the Central Register, and
   b. advise the student and the PIO of the outcome using the appropriate notice letter template.

7.44 The student has no further opportunity to appeal the decision within the College.

Appeal Upheld

7.45 If the Director, Legal and Governance or nominee determines that there are sufficient grounds for the appeal, the Director, Legal and Governance or nominee shall review the appeal with fresh eyes and document the appeal and referral on the Central Register.

Termination of Investigation Proceedings
7.46 Any student conduct investigation proceedings, including appeal proceedings, may be suspended by the General Manager if the student ceases to be enrolled at the College.

7.47 If student conduct investigation proceedings are suspended under rule 7.46, the General Manager shall advise the student that:

a. they have no automatic right to return to the College, and
b. if they apply for re-enrolment, they shall not be re-enrolled until the student conduct investigation proceedings are completed.

7.48 The General Manager shall ensure that the record of the investigation on the Central Register is updated accordingly.

8 Investigation Panel Procedures

8.1 The procedures set out below must be followed by the Student Conduct Panel when conducting an investigation of alleged general misconduct by a student.

Membership of Student Conduct Panel

8.2 Both genders must be represented.

8.3 A person may not sit on the Panel investigating an allegation of misconduct where that person has previously been involved with the allegation or there is, otherwise, a potential conflict of interest.

8.4 A member of the Panel who, during an investigation, ceases to hold the office by virtue of which they are a member of the Panel, may remain a member of the Panel until the investigation has been completed.

8.5 If during the currency of an investigation or appeal a member of the Panel becomes unable (through illness or any other cause) to act for a period that would unduly delay the completion of the investigation, the Panel may complete its investigation or appeal in their absence as long as at least two other members are still able to act.

Referrals to Investigation Panels

8.6 Matters shall be referred to the Academic Misconduct Panel using the Referral of Misconduct Investigation Template. Referrals must include full details of the case, including:

a. a detailed explanation of the allegation
b. evidence supporting the allegation
c. result of discussion or interview with the student
d. the student's conduct history
e. the recommended outcome
f. supporting materials

Service of an Investigation Notice

8.7 Where a matter has been referred to the Student Conduct Panel the Secretary of the Panel must serve the student with a written Investigation Notice as soon as possible and within a maximum of ten working days of the referral.

8.8 An Investigation Notice served under clause 8.7 must include:

a. details of the allegation
b. reference to any rule, policy or code allegedly breached
c. advice on withholding assessment results (where relevant)
d. an invitation to attend an interview at a given date, time and location
e. the option for the student to be assisted by a support person of their choice at the interview
f. attached copies of any documentation being considered (subject to any requirement to maintain the privacy or safety of another person) and any relevant rule, policy or code
g. an invitation to the student to provide a written statement of how they wish to answer the allegation and any supporting evidence, including counselling reports in advance of the investigation interview, and
h. advice that, if the student chooses not to attend, the matter shall be determined in their absence.

8.9 A notice may be served on a student under this procedure either:

a. personally within the College or elsewhere (e.g. at their residence), or
b. by SOLSMail and post addressed to the student’s last known place of residence.

8.10 If a notice is served by way of SOLSMail and post, it shall be deemed to have been served on the student on the date on which it would have been delivered in the ordinary course of the post.

8.11 A copy of the notice served on a student under clause 8.7 must be provided to the relevant Head of Program, for advice to other relevant officers of the College.

Investigation Panel Meetings

8.12 The panel meeting should be held within twenty working days of the date of service of the Investigation Notice, unless the Chair of the Panel grants an extension to the student or more time is required to collect necessary evidence.

8.13 If a student wishes to submit documentation listed below in a, b, c, or d to the Panel, it must be provided at least two working days before the Panel meeting:
a. a written statement of how they intend to respond to the allegations
b. other written material pertinent to their case
c. the names of any witness(es) and/or any person supporting the student during the meeting in accordance with clause 8.15(f).
d. any other supporting documentation including professional report(s), statement(s) of extenuating circumstances, or character reference(s), may be provided at the Panel meeting.

**Conduct of investigation**

8.14 Where a student who has been given due notice chooses not to attend a Panel meeting, the Panel may investigate the matter or hear an appeal in the student's absence.

8.15 In conducting an investigation meeting, the Panel shall:

a. give the student an opportunity to be heard
b. where an allegation of misconduct is being investigate by the Student Conduct Panel, explain the allegation to the student and give the student the opportunity to respond to the allegation;
c. with the permission of the student, make an audio recording of the interview between the panel and the student and attach to the Panel file
d. give the Primary Investigation Officer bringing the complaint and/or any other staff member or student involved in the event(s) leading up to the complaint an opportunity to be heard;
e. permit the student to be assisted by a support person
f. at the discretion of the Chair, permit any person appearing before the Panel to be assisted by a support person
g. permit any support person attending the meeting to provide advice to the student and to address the Panel in a summary statement only; the support person is not permitted to interview witnesses or to address the Panel directly during interviews
h. permit the student to nominate witnesses to appear to support their defence against the complaint
i. permit any person appearing before the panel in accordance with (d) above to nominate witnesses to appear to support their evidence
j. disallow questions which it considers to be unseemly or irrelevant for the nature of its investigation
k. caution all persons appearing before the Panel that they are expected to conduct themselves in a reasonable and responsible manner during the proceedings and that any form of behaviour which is an impediment to the proceedings shall of itself be regarded as a breach of the Policy

l. where there is reasonable concern by the Panel or any witness or participant in the proceedings that an individual’s safety may be compromised by contact with the student who is the subject of the allegation (e.g. where the student is subject to an Apprehended Violence Order), be entitled to allow the evidence to be presented without the student being present

m. where the conduct of any person interferes with any other person’s right to be heard, be entitled to remove that person from the meeting and to hear their evidence separately

n. in cases where the Panel finds that the complaint is proven, give the student the opportunity to be heard on the issue of penalty

o. hold all its proceedings in private, and

p. keep an adequate record of the Panel meeting proceedings.

8.16 Decisions of the Panel are made by majority.

8.17 Where multiple investigations of alleged general misconduct by a particular student are taking place concurrently, the determination of an appropriate outcome for the latter investigation/s may be deferred until the determination of an outcome for the former investigation has been made.

8.18 A comprehensive file of all relevant documentation, including records of the Panel proceedings, evidence presented and the panel’s decision shall be created, maintained and retained by the College in accordance with clause 10 of this procedure.

Outcome of Investigation

8.19 As soon as practicable after a meeting of the Student Conduct Panel, and within a maximum of ten working days, the Chair of the Student Conduct Panel (or nominee), must serve the student with written notice of the outcome of the investigation using the appropriate notice letter template.

8.20 Where the outcome includes a reprimand from the General Manager, the notice shall be signed by the General Manager.

8.21 A copy of the outcome notice served on a student under clause 8.19 must be provided to the relevant Head of Program, for advice to other relevant officers of the College.
8.22 At the conclusion of all investigations, the relevant Head of Program shall update and close the record of the case on the Central Register accordingly.

9 Extension of time limits

9.1 Any time limit set in this procedure may be extended at the discretion of the PIO or Chair of the Panel for example, to provide adequate time to gather evidence and convene a meeting or because of special circumstances demonstrated by the student.

10 Record Keeping

10.1 All files relating to investigations of student misconduct shall be retained and disposed of in accordance with the College’s Records Management Policy, State Records Act, and the General Retention and Disposal Authority GDA23.

10.2 Cases of general misconduct by a student shall be recorded and filed centrally by the relevant Head of Program.

11 Templates

11.1 Investigation and Outcome Notice Templates

   a. F-UOWC-09.1.1 Notice of Outcome of Investigation
   b. F-UOWC-09.1.2 Notice of Investigation Committee Meeting

11.2 F-UOWC-09.1.3 Referral of Misconduct Investigation Template

12 Version Control Table

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<thead>
<tr>
<th>Version Control</th>
<th>Date Effective</th>
<th>Approved By</th>
<th>Amendment</th>
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<tr>
<td>1</td>
<td>23 June 2008</td>
<td>WCA Academic Board</td>
<td>New Procedure</td>
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<tr>
<td>2</td>
<td>20/06/11</td>
<td>Ian Tobin</td>
<td>Updated for name change, position titles updated</td>
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<tr>
<td>3</td>
<td>08/09/2015</td>
<td>Policy Officer and Law Clerk</td>
<td>Merged to new template, and position title changes. Removal of no longer use stage 5 appeal – in line with current Student Grievance Policy</td>
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