

# Còd-giùlain nan Oileanach

## Student Code of Conduct

An t-Iuchar 2022

Ri fhaighinn ann an cruth mòr (16pt)  
agus gu didseatach.

Fios gu Rùnaire a' Phrionnsapail.

[www.smo.uhi.ac.uk](http://www.smo.uhi.ac.uk)

Tha Sabhal Mòr Ostaig na charthannas clàraichte an Alba SC002578



Tha poileasaidh agus modh-obrach Cod-Giùlain nan oileanach airson oileanaich OGE air fad ri fhaighinn air an làraich-lìn [www.uhi.ac.uk](http://www.uhi.ac.uk) Ged a tha beagan atharrachaidhean eadar an dà phoileasaidh, gu sònraichte a thaobh àitichean-fuirich, tha iad ag obair còmhla.

*University of the Highlands and Islands students should note that The University of the Highlands and Islands has developed a UHI Code of Conduct Policy and Procedure for all students which can be viewed on the web-site at [www.uhi.ac.uk](http://www.uhi.ac.uk). Although there are slight differences between the two policies, particularly with regard to accommodation, the two documents complement each other.*

## Amas

Tha Còd-giùlain nan Oileanach a' mìneachadh na tha air a shùileachadh bho oileanaich Shabhal Mòr Ostaig. Bidh aig gach oileanach riutha fhèin a ghiùlan gu h-ìomchaidh le oileanaich eile, luchd-obrach agus buidhnean bhon taobh a-muigh fhad 's a tha iad clàraichte mar oileanach SMO. Bithear a' dèiligeadh ri briseadh Còd-giùlain nan Oileanach mar droch ghiùlan agus thèid dèiligeadh ris a-rèir Modh-smachdachaidh nan Oileanach. Tha Sabhal Mòr Ostaig airson a bhith reusanta anns an dòigh a dhèiligeas e ri casaid no droch ghiùlan dearbhte le oileanach. Nì sinn ar dicheall gum bi sinn a' cothromachadh maith gach oileanach, neach-obrach, coimhearsnachd ionadail, gnìomhachas is buidheann eile leis a bheil sinn a' com-pàirteachadh.

## Purpose

*The Student Code of Conduct sets out expectations for all students enrolled at Sabhal Mòr Ostaig. All students are expected to conduct themselves in an appropriate manner to other students, staff and external organizations. A breach of the Student Code of Conduct will be treated as misconduct and dealt with using the Student Disciplinary Procedure. Sabhal Mòr Ostaig aims to act reasonably in dealing with alleged or actual student misconduct. We seek to balance the interests of all students, staff, local communities, businesses, and other organisations with whom we seek to maintain good relationships.*

## Giùlan ris a bheil dùil

Tha SMO an dùil gun cùm oileanaich ri Còd-giùlain nan Oileanach fhad is a tha iad clàraichte mar oileanach. Tha Còd-giùlain nan Oileanaich a' buntainn ri giùlan air làrach na Colaiste fhèin, anns na h-àiteachan-fuirich agus air-loidhne. Thathar a' sùileachadh ris na leanas bho oileanaich:

- + Gun gabh thu uallach airson do ghniomhan is do mhodh fhèin
- + Gum bi thu gad ghiùlan fhèin ann an dòigh a bhrosnaicheas spèis is tuigse eadar gach ball den choimhearsnachd againn
- + Gum bi thu ag obrachadh a-rèir an lagha agus gun a bhith ri gnìomh no cleachdadh a dh'abharaicheas droch chliù do Shabhal Mòr Ostaig
- + Gun cuir thu luach air na ceanglaichean math a th' aig Sabhal Mòr Ostaig le coimhearsnachdan ionadail, gnìomhachasan is buidhnean eile

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1.1 Deireannach  
08/2022  
Tha

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Ùrachadh/Ceann-là: 2022  
Ma bhios adhbhar atharrachadh

- + Nach bi thu gad ghiùlan fhèin no a' conaltradh ann an dòighean a dh'fhaodadh oilbheum adhbharachadh, m.e. a' cleachdadh cainnt mhaslach no dhrabasta no a bhith an sàs ann an leth-bhreith no giùlan mì-shòisealta
- + Gun gabh thu ri iarrtasan reusanta bhon luchd-obrach
- + Gun gabh thu ri poileasaidhean is riaghailtean Slàinte is Sàbhailteachd (rabhaidhean teine nam measg) agus gun gabh thu ri atharrachadh sealach sam bith fhad 's a bhios obair càraidh is ath-nuadhachadh a' dol air adhart air an làraich.

## Expected Conduct

*Students are expected to observe the Student Code of Conduct throughout their studies. The Student Code of Conduct applies to behaviour in both physical and online environments. Students are expected:*

- + *To take responsibility for their own actions and conduct;*
- + *To behave in a manner that fosters respect and understanding between all members of our community;*
- + *To act within the law and not to engage in any activity or behaviour that is likely to bring Sabhal Mòr Ostaig into disrepute*
- + *To value the good relationships Sabhal Mòr Ostaig has with local communities, businesses and other organisations;*
- + *To avoid behaving or communicating in ways that are likely to cause offence, e.g., using abusive or obscene language or engaging in discriminatory or anti-social behaviour;*
- + *To treat all Sabhal Mòr Ostaig property with care;*
- + *To comply with requests of members of staff;*
- + *To adhere to health and safety policies and protocols (including fire alarms) and to comply with any temporary changes during maintenance and repairs*

## Mar a nì thu aithris

Ma tha oileanach den bheachd gun deach Còd-giùlain nan Oileanach a bhriseadh ann an dòigh sam bith, faodaidh iad seo innse do neach-obrach. Mas e cùis phearsanta a th' ann, faodaidh oileanaich a' chuid aithris do neach-obrach air a bheil earbsa aca, neach-obrach bho sgioba Sheirbhisean Oileanach no do riochdaire Chomann nan Oileanach (CnO)

Bu chòir do dh'oileanaich cumail nan cuimhne gur e briseadh Còd-giùlain nan Oileanach a th' ann a bhith a' cur air adhart casaidean neo-dhearbhte an aghaidh oileanach eile.

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## How to report

Students can report suspected breaches of the Student Code of Conduct to any member of staff. Should the report be of a personal or sensitive nature, students can discuss the issue with a member of staff they trust, someone from the Student Services Team or speak to a representative from the Colleges' Students Association (CnO).

Students should remember that making vexatious or malicious allegations is a breach of the Student Code of Conduct.

## Eisimpleirean de dhroch ghiùlan

Tha eisimpleirean sa chlàr gu h-ìosal den t-seòrsa giùlain a tha air a mheas mar dhroch ghiùlan. Dh'fhaodadh an giùlan sin a bhith labhairteach, corporra no sgrìobhte, aghaidh ri aghaidh no air-loidhne. Chan eil an liosta seo coileanta is faodaidh casaidean a bhith air an togail an aghaidh droch ghiùlan eile. Faodaidh luchd-obrach cùis rannsachaidh a chur an sàs, far a bheil amharas reusanta ann gun do bhris oileanach Còd-giùlain nan Oileanach.

Daoine	
Adhbhar Smachdachaidh	Eisimpleirean de dhroch ghiùlan
Droch ghiùlan corporra	<ul style="list-style-type: none"><li>+ A' cleachdadh armachd</li><li>+ A' bualadh / a' toirt sgleog do chuideigin</li><li>+ A' breabadh cuideigin</li><li>+ A' tarraing falt</li><li>+ A' bideadh</li><li>+ A' tilgeil smugaid</li><li>+ A' putadh</li><li>+ A' toirt upag do chuideigin</li></ul>
Droch ghiùlan feiseil, Fòirneart no drabastachd air sgàth gnè	<ul style="list-style-type: none"><li>+ Ri feise no ri gnìomh feiseil gun chead</li><li>+ A' feuchainn ri bhith ri feise no ri gnìomh feiseil gun chead</li><li>+ A' sgaoileadh stuthan feiseil prìobhaideach a bhuineas do neach eile gun chead</li><li>+ A' pògadh gun chead</li><li>+ A' suathadh gu neo-ìomchaidh tro aodach neach eile gun chead</li><li>+ A' taisbeanadh buill-gineamhainn do neach eile gu neo-ìomchaidh</li><li>+ A' leantainn neach eile gun adhbhar</li><li>+ Ri cainnt dhrabasta nach eil daoine ag iarraidh</li><li>+ Ri stalcaireachd</li></ul>

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	<ul style="list-style-type: none"> <li>+ Ri sàrachadh no gnothach sam bith a nì dimeas air spèis neach, no a dh'adhbharaicheas suidheachadh eagallach, nàimhdeil, tàmailteach, suarachail, no oilbheumach dhaibh, a tha a' buntainn ri an gnè, ri taobhachd feise no ris an dearbh-aithne ghnèithich aca (faic cuideachd an earrann gu h-ìosal mu fhòirneart air sgàth gnè)</li> <li>+ Ri gnìomh feise sam bith aig Sabhal Mòr Ostaig (ach ann an àiteachan-fuirich)</li> </ul>
Ana-chainnt, Bagairt agus Mì-ghiùlan	<ul style="list-style-type: none"> <li>+ A' giùlan armachd</li> <li>+ A' maoidheadh cron air neach eile</li> <li>+ A' radaigeachadh dhaoine eile no a' sgaoileadh fiosrachadh co-cheangailte ri eastreamachas</li> <li>+ Ana-cainnt a thaobh gnè, taobhachd feise, creideamh no cràbhachd, cinneadh, leatromachd/màthrachas/com-pàirteachas sìobhalta, ath-bhuileachadh gnè, ciorramachd no aois.</li> <li>+ Burraidheachd (burraidheachd-lìn na measg) Ri maoidheadh no a' cur iomagain air daoine</li> <li>+ Ri cainnt neo-iomchaidh</li> <li>+ A' conaltradh gun iarraidh ri neach eile (fòn, post-d, teacsa, no na meadhanan sòisealta)</li> <li>+ Casaidean draghail no guineach</li> <li>+ A' dèanamh clàradh èiosteachd no bhideo de luchd-obrach no oileanaich gun fhiosa dhaibh agus/no gun chead</li> </ul>
Deoch làidir, Stuthan toirmisgte agus Cungaidhean-leighis Neo-òrdaichte	<ul style="list-style-type: none"> <li>+ A' solarachadh no an sàs ann an solarachadh stuthan toirmisgte no chungaidhean-leighis neo-òrdaichte</li> <li>+ A' solarachadh no an sàs ann an solarachadh deoch làidir do dhaoine fo aois no ann an àrainnean far a bheil casg air deoch làidir</li> <li>+ A' cleachdadh stuthan toirmisgte air àrainn sam bith</li> <li>+ Ag òl deoch làidir aig àm sam bith mus gabhar pàirt ann an obair phragtaigeach</li> <li>+ Gun a bhith ag innse do luchd-obrach mu bhuidh chungaidhean-leighis òrdaichte far am faod seo an t-oileanach fhèin no oileanaich no luchd-obrach eile a chur ann an cunnart</li> </ul>
Mì-ghiùlan Acadaimigeach	<ul style="list-style-type: none"> <li>+ Com-pàirteachadh mì-laghail: ag obair còmhla ri feadhainn eile air measadh a bu chòir a bhith air a choileanadh leis an oileanach fhèin.</li> <li>+ A' cleachdadh obair oileanach eile (le teicneolas cuideachd)</li> </ul>

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	<ul style="list-style-type: none"> <li>+ Susbaint ghòrach – a’ cur a-steach stuth nach buin dhan mheasadh</li> <li>+ Susbaint oilbheumach m.e. stuthan a tha neo-ìomchaidh, oilbheumach, leth-bhreitheach no drabasta</li> <li>+ Giùlan neo-ìomchaidh a bhios a’ dèanamh dragh do oileanaich eile fhad ’s a tha measadh a’ dol. Tha seo a’ toirt a-steach èigheachd agus/no giùlan no cainnt ionnsaigheach.</li> <li>+ Mèirle-sgrìobhaidh: gun aithne a thoirt gu ceart do thùsan (fèin-mhèirle-sgrìobhaidh na lùib), agus/no a’ tabhann obair neach eile mar an obair aig an oileanach fhèin.</li> <li>+ Ri foill: mar as trice le goireas nach eil ceadaichte.</li> <li>+ Fhad ’s a tha measadh a’ dol air adhart, stuthan nach eil ceadaichte a bhith aig neach, m.e. fònaichean-làimhe, cluicheadairean MP3, notaichean.</li> <li>+ A’ dèanamh suas no a’ breugnachadh dàta</li> <li>+ A’ leigeil ort gur e cuideigin eile a th’ annad.</li> <li>+ Thèid mì-ghiùlan acadaimigeach a rannsachadh anns a’ chumantas a rèir a’ mhodh ìomchaidh airson dèiligeadh ri Mì-ghiùlan Acadaimigeach. Cuideachd, faodaidh tachartasan a bhith air an rannsachadh a rèir a’ Mhodh Smachdachaidh, m.e. ma tha cleachdadh seilbh gun chead, no giùlan bagairteach na lùib agus m.s.a.a.</li> <li>+ Faodaidh Mì-ghiùlan Acadaimigeach aithisg adhbharachadh bho OGE agus/no a Chom-pàirtichean a thèid gu buidheann dhuaisean a-muigh no gu Buidhnean Proifeiseanta, Reachdail agus Riaghlaidh no (PSRB).</li> </ul>
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Sealbh	
Adhbhar Smachdachaidh	Eisimpleirean de mhì-ghiùlan
Milleadh Nithean	+ A’ milleadh nì sam bith a bhuineas do SMO, a’ toirt a-staigh nithean le luchd-obrach agus oileanaich
A’ Falbh le no a’ Cleachdadh Nithean gun Chead	<ul style="list-style-type: none"> <li>+ A bhith an làthair air no a’ cleachdadh àrainnean le SMO agus/no a Chom-pàirtichean gun chead</li> <li>+ A’ falbh le nithean neach eile gun chead</li> <li>+ A’ mì-chleachdadh nithean le SMO (mar eisimpleir coimpiutairean, uidheam à bùthan-obrach agus à obair-lannan)</li> </ul>

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Ag Adhbharachadh Cùis Slàinte no Tèarainteachd	<ul style="list-style-type: none"> <li>+ Ri giùlan/gnìomh a dh'adhbhraicheas dragh mu shlàinte no tèarainteachd dhaoine, bheathaichean no na h-àrainneachd.</li> <li>+ Ri gnìomh a dh'adhbhraich no a dh'fhaodadh cron adhbharachadh air àrainn SMO no fhad 's a tha tachartasan a' dol air adhart (mar eisimpleir, a' beantainn ri uidheamachd casg teine, a' smocadh thoitean, no a' bheupadh ann an àiteachan nach eil comharraichte, mì-chleachdadh uidheamachd, gun cumail ri protocolan tèarainteachd)</li> </ul>
Buidheann	
Adhbhar Smachdachaidh	Eisimpleirean de mhì-ghiùlan
Bacadh Obrachaidh	<ul style="list-style-type: none"> <li>+ Ri gnìomh airson SMO a mhealladh no mì-ghiùlan feadhainn eile a chleith</li> <li>+ A' milleadh no a' bacadh obair SMO (a' gabhail a-steach obair acadaimigeach, rianachd, spòrs agus sòisealta)</li> <li>+ A' bacadh obraichean, dleastanasan no gnìomhan oileanaich no neach-obrach no neach aig a bheil cead-tadhail</li> <li>+ Foill, meall-sgrìobhadh, a' cleachdadh maoin gun chead, mì-chleachdadh maoin, a' toirt a-steach ghnìomhan co-cheangailte ri maoin-taic oileanach, tar-sgaoileadh tàille, maoin rannsachaidh, sgoilearachdan agus eile.</li> <li>+ Brìbearachd / oidhirp air brìbearachd</li> <li>+ Briseadh Poileasaidh Ghearanan Sàrachail agus Leantainneach (no co-ionnan)</li> </ul>
Milleadh Cliù	<ul style="list-style-type: none"> <li>+ Giùlan a tha air milleadh a dhèanamh, a dh'fhaodadh milleadh a dhèanamh, no is dòcha a nì milleadh air cliù SMO.</li> </ul>

## Examples of misconduct

The table below sets out examples of behaviour that will be regarded as misconduct. These behaviours could be verbal, physical or written, in person or online. The list is not exhaustive and action may be brought against other unacceptable behaviours. Where there are reasonable grounds for suspicion that a student has breached the Student Code of Conduct, staff can take appropriate action to investigate.

People	
Disciplinary Offence	Examples of misconduct
Physical Misconduct	<ul style="list-style-type: none"> <li>+ Use of weapons</li> <li>+ Punching</li> </ul>

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08/2022  
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	<ul style="list-style-type: none"> <li>+ <i>Kicking</i></li> <li>+ <i>Slapping</i></li> <li>+ <i>Pulling hair</i></li> <li>+ <i>Biting</i></li> <li>+ <i>Spitting</i></li> <li>+ <i>Pushing</i></li> <li>+ <i>Shoving</i></li> </ul>
<i>Sexual Misconduct, Gender Based Violence and Indecency</i>	<ul style="list-style-type: none"> <li>+ <i>Sexual intercourse or engaging in a sexual act without consent</i></li> <li>+ <i>Attempting to engage in sexual intercourse or engaging in a sexual act without consent</i></li> <li>+ <i>Sharing private sexual materials of another person without consent</i></li> <li>+ <i>Kissing without consent</i></li> <li>+ <i>Touching inappropriately through clothes without consent</i></li> <li>+ <i>Inappropriately showing sexual organs to another person</i></li> <li>+ <i>Repeatedly following another person without good reason</i></li> <li>+ <i>Making unwanted remarks of a sexual nature</i></li> <li>+ <i>Stalking</i></li> <li>+ <i>Harassment or any unwanted conduct which has the purpose or effect of violating the dignity of an individual, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them, relating to their gender, sexual orientation or gender identity (also refer to section below on gender based violence) ·</i></li> <li>+ <i>Engaging in any sexual acts in Sabhal Mòr Ostaig (excluding halls of residence)</i></li> </ul>
<i>Abusive, Threatening and Intrusive Behaviour</i>	<ul style="list-style-type: none"> <li>+ <i>Carrying of weapons</i></li> <li>+ <i>Threats to hurt another person</i></li> <li>+ <i>Radicalisation of others or sharing information related to extremism</i></li> <li>+ <i>Abusive comments relating to sex, sexual orientation, religion or belief, race, pregnancy/maternity, marriage/civil partnership, gender reassignment, disability or age</i></li> <li>+ <i>Bullying or victimisation (including cyber bullying)</i></li> <li>+ <i>Acting in an intimidating or hostile manner</i></li> <li>+ <i>Use of inappropriate language</i></li> <li>+ <i>Repeatedly contacting another person (by phone, email, text or on social media) against the wishes of the other person</i></li> <li>+ <i>Vexatious or malicious allegations</i></li> <li>+ <i>Unauthorised audio or video recording of staff or students without their knowledge and/or consent</i></li> </ul>
<i>Alcohol, Controlled Substances and</i>	<ul style="list-style-type: none"> <li>+ <i>Supplying or being involved in the supply of controlled substances or nonprescribed medication</i></li> </ul>

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Cod-Giùlain Oileanach  
1.1 Deireannach  
08/2022  
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<p><i>Prescription Medication</i></p>	<ul style="list-style-type: none"> <li>+ <i>Supplying or being involved in the supply of alcohol to minors or areas where there is an alcohol ban</i></li> <li>+ <i>Use of controlled substances on any campus</i></li> <li>+ <i>Consume alcohol at any time prior to taking part in practical activities</i></li> <li>+ <i>Failure to advise staff of using prescription medication where side effects could pose a risk to the student, other students or staff</i></li> </ul>
<p><i>Academic Misconduct</i></p>	<ul style="list-style-type: none"> <li>+ <i>Collusion: working with others to complete an assessment when an assessment must be completed by individual students</i></li> <li>+ <i>Copying from another student (including using ICT to do so)</i></li> <li>+ <i>Frivolous content – producing content that is unrelated to the assessment in question</i></li> <li>+ <i>Offensive content such as the inclusion of inappropriate, offensive, discriminatory or obscene material in assessment evidence</i></li> <li>+ <i>Inappropriate behaviour during an assessment that causes disruption to others</i></li> <li>+ <i>This includes shouting and/or aggressive behaviour or language</i></li> <li>+ <i>Plagiarism: failure to acknowledge sources properly (including self-plagiarism), and/or the submission of another person’s work as if it were the student’s own.</i></li> <li>+ <i>Cheating: normally through the use of unauthorised aids.</i></li> <li>+ <i>Being in possession during an assessment of unauthorised materials including (but not limited to) mobile phones, MP3 players, notes.</i></li> <li>+ <i>Falsification or fabrication of data</i></li> <li>+ <i>Impersonation e.g., pretending to be someone else</i></li> <li>+ <i>Academic misconduct will normally be investigated through the relevant Academic Misconduct procedure. Incidents may also be investigated under the Student Disciplinary Procedure, e.g., if they involve unauthorised use of property, threatening behaviour etc.</i></li> <li>+ <i>Academic misconduct may result in UHI and/or partners making a report to an external awarding body or Professional, Statutory and Regulatory Bodies (PSRB)</i></li> </ul>
<p><b>Property</b></p>	
<p><i>Disciplinary Offence</i></p>	<p><i>Examples of Misconduct</i></p>
<p><i>Damage to property</i></p>	<ul style="list-style-type: none"> <li>+ <i>Causing any damage to property belonging to SMO including staff and student property</i></li> </ul>
<p><i>Unauthorised Taking or Use of Property</i></p>	<ul style="list-style-type: none"> <li>+ <i>Unauthorised entry onto or unauthorised use of SMO</i></li> <li>+ <i>Taking property belonging to another without permission</i></li> <li>+ <i>Misuse of SMO property (e.g., computers, workshop and laboratory equipment)</i></li> </ul>

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<i>Causing A Health or Safety Concern</i>	<ul style="list-style-type: none"> <li>+ <i>Behaviour or act causing a health or safety concern to people, animals or the environment</i></li> <li>+ <i>Act/omission/negligence that caused or could have caused harm on SMO or during activities (for example, interfering with fire safety equipment, smoking cigarettes or vaping in non-designated areas, misuse of equipment, not following safety protocols)</i></li> </ul>
<b>Organisation</b>	
<i>Disciplinary Offence</i>	<i>Examples of Misconduct</i>
<i>Operational Obstruction</i>	<ul style="list-style-type: none"> <li>+ <i>Acts/omissions/statements intended to deceive SMO or to conceal the misconduct of others</i></li> <li>+ <i>Disruption of the activities of SMO (including academic, administrative, sporting and social)</i></li> <li>+ <i>Disruption of or interference with the functions, duties or activities of any student or employee or any authorised visitor to SMO and/or partners</i></li> <li>+ <i>Fraud, forgery, unauthorised use of funds, financial impropriety, including activity related to student support funds, fee waivers, research funds, scholarships etc.</i></li> <li>+ <i>Bribery / attempted bribery</i></li> <li>+ <i>Breach of the Persistent and Vexatious Complaints Policy (or equivalent)</i></li> </ul>
<i>Reputational Damage</i>	+ <i>Behaviour which has caused damage, could have caused damage or may cause damage to the reputation of SMO and/or partners</i>

## Fòirneart Gnè

Tha fòirneart gnè (GBV) a' buntainn ri neo-ionannachd gnè agus mar as trice bidh e na cùis mì-chleachdaidh de chumhachd fireannaich. Nochdaidh e ann an gnìomhan a nì cron gu corporra, no a nì dìmeas air a' chòir daonna aca. Tha seo a' gabhail a-steach a bhith a' bagairt a leithid de ghnìomhan orra, fòirneadh no saorsa a thoirt bhuapa air thuairmeas, sa bheatha phoblach no phrìobhaidich.

Ged a tha e aithnichte gu bheil fòirneart air sgàth gnè a' bualadh air boireannaich mar as trice agus gur e fireannaich a nì seo mar as trice, faodaidh seo bualadh air neach de dh'aois, gnè, taobhachd feise, creideamh no cinneadh sam bith.

- + Droch-dhiol san dachaigh
- + A' stalcaireachd
- + Sàrachadh no dol air adhart sam bith a tha airson dìmeas a dhèanamh air spèis neac, no a chruthaicheas suidheachadh eagalach, nàimhdeil, tàmailteach,

Tìotal: Cod-Giùlain Oileanach  
Dreach/Inbhe: 1.1 Deireannach  
Aonta le/Ceann-là: 08/2022  
Fhoillseachadh: Tha

An urra ri: Am Bòrd Stiùiridh  
Ùghdar: KNA  
Ùrachadh/Ceann-là: 2022  
Ma bhios adhbhar atharrachadh

suarachail no oilbheumach dhaibh, a tha a' buntainn dhan ghnè, taobhachd feise no dhan dearbh-aithne gnè aca

- + Èigneachadh is ionnsaigh dhrabasta
- + Droch-dhìol ghnèitheasach air leanabh agus air leanabas
- + Dubh-shaothrachadh gnèitheasach airson malairt, a' gabhail a-steach siùrsachd, pòrnografachd agus trafaigeachd
- + Milleadh buill-ghineamhainn boireannaich
- + Pòsadh-sparrachichte agus pòsaidhean chloinne
- + Droch-dhìol bho bhuill an teaghlach, eucoir fhòirneartach co-cheangailte ri 'onair' agus ri tochraichean
- + A' bagairt a leithid de rud, fòirneadh no saorsa a thoirt bhuapa air thuairmeas, sa bheatha phoblaich no phrìobhaidich

Cha ghabh SMO no a Chom-pàirtichean ri fòirneart air sgàth gnè. Tha sinn gu mòr airson a bhith ag obair còmhla ri buidhnean ionadail iomchaidh airson taic a thoirt don fheadhainn a dh'fhulaingear fòirneart air sgàth gnè, agus tha seo a' toirt a-steach a bhith a' cuideachadh an fheadhainn a dh'fhulaing airson innse don phoileas mu eucoir a chaidh a dhèanamh.

Faodar dèiligeadh ri casaidean no tachartasan fòirneartach air sgàth gnè mar bhriseadh Còd Giùlain nan Oileanach agus thèid na modhan dligeach a chur an gnìomh.

## Gender Based Violence

*Gender based violence (GBV) is a function of gender inequality and is normally an abuse of male power and privilege. It takes the form of actions that result in physical, sexual and psychological harm or suffering or affront to human dignity, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life.*

*While it is acknowledged that gender-based violence mostly affects women and that predominantly men are the perpetrators, it may impact individuals of any age, gender, sexual orientation, faith or ethnicity.*

- + *Domestic abuse (including coercive control)*
- + *Stalking*
- + *Harassment or any unwanted conduct which has the purpose or effect of violating the dignity of an individual, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them, relating to their gender, sexual orientation or gender identity.*
- + *Rape and sexual assault*
- + *Child and childhood sexual abuse*
- + *Commercial sexual exploitation, including prostitution, pornography and trafficking*
- + *Female genital mutilation*

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Tìotal:  
Dreach/Inbhe:  
Aonta le/Ceann-là:  
Fhoillseachadh:

Cod-Giùlain Oileanach  
1.1 Deireannach  
08/2022  
Tha

An urra ri: Am Bòrd Stiùiridh  
Ùghdar: KNA  
Ùrachadh/Ceann-là: 2022  
Ma bhios adhbhar atharrachadh

- + *Forced and child marriages*
- + *Abuse by other family members, so called 'honour-based' and dowry-related violence crimes*
- + *Threats of such acts, coercion, or arbitrary deprivation of liberty, whether occurring in public or private life*

*Gender based violence is not condoned by SMO or partners. We are committed to working in partnership with relevant local organisations to support victims of gender-based violence, including assisting victims to report suspected crimes to the police. Allegations or incidents of gender-based violence may also be treated as a breach of the Student Code of Conduct and relevant procedures followed.*

## **Gnìomh Ro-fheuchainn**

Far a bheil casaid de mhì-ghiùlan ann, is math dh'fhaodte nach bi cead aig oileanach a bhith an làthair ann an clasaichean gus am bi an rannsachadh seachad ma tha cunnart ann dhaibh fhèin, no do dh'oileanaich no luchd-obrach eile. Fhad 's a bhios seo a' dol air adhart, faodaidh iad cumail orra leis na sgrùdaidhean aca far àrainn na Colaiste agus gheibh iad maoineachadh sam bith air a bheil iad airidh mar oileanaich. Chan e peanas a tha anns a' ghnìomh ro-fheuchainn seo, 's e a th' ann ach dòigh airson gach taobh a dhìon.

## **Precautionary Action**

*In the event of an allegation of misconduct, a student may be excluded until the investigation is completed if there is risk of harm to themselves, other students or staff.*

*During this time, they will be able to continue to study remotely and will receive any student support funds they are entitled to. This precautionary action is not a punishment but is intended to protect the interests of all parties.*

## **Gnìomh Smachdachaidh**

An dèidh an rannsachaidh, faodaidh smachdachadh a bhith ann mar a leanas (ged nach fheum e a bhith cuingealaichte ri): leisgeul ann an sgrìobhadh dhan neach a bha air a leimheachadh; òrdugh airson bùth-obrach/seisean coidsidh a fhrithéaladh; bacaidhean/cumhachan air frithealadh; rabhadh labhairte; rabhadh ann an sgrìobhadh; càin airson milleadh a dh'aona-ghnothach, mèirle no gun a bhith a' tilleadh uidheamachd; casg bhon chùrsa; dhubhadh às de chlàradh (oileanaich-rannsachaidh iar-cheumnach); call duais oilthigh; casg buan bho SMO agus a chom-pàirtichean.

Bidh an gnìomh smachdachaidh iomchaidh is bheir e fa-near do gach pàirt den mhì-ghiùlan.

Faodaidh mì-ghiùlain bitheanta a bhith nas miosa na mì-ghiùlan aona turais. Faodar beachd a ghabhail air na bh' air tachairt roimhe nuair a thathar a' beachdachadh air a' ghnìomh smachdachaidh a bu chòir cur an sàs.

Tìotal:	Cod-Giùlain Oileanach	An urra ri: Am Bòrd Stiùiridh
Dreach/Inbhe:	1.1 Deireannach	Ùghdar: KNA
Aonta le/Ceann-là:	08/2022	Ùrachadh/Ceann-là: 2022
Fhoillseachadh:	Tha	Ma bhios adhbhar atharrachadh

A rèir na thèid cur an sàs, dh'fhaodadh oileanaich a bhith ann an cunnart maoinachadh taic oileanach a chall agus dh'fhaodadh gun tèid iarraidh orra na cisean cùrsa aca a phàigheadh gu h-iomlan.

## Disciplinary Action

*Following an investigation disciplinary action that may be applied include, but are not limited to: written apology to the aggrieved party; compulsory attendance at a workshop/coaching session; restrictions/conditions on attendance; verbal warning; written warning; fines for wilful damage, theft or nonreturn of equipment; exclusion from the course; deregistration (postgraduate research students); removal of university award; permanent exclusion from SMO and all partners.*

*The disciplinary action applied will be proportionate and take full account of the individual circumstances of the misconduct.*

*Multiple or repeated incidents of misconduct may be more serious than a single act of misconduct, and previous incidents may be considered when determining what disciplinary action should be applied.*

*Depending on the disciplinary action applied, students risk losing entitlement to student support funds and may be liable to pay their tuition fees in full.*

## Casaid de mì-ghiùlan a dh'fhaodadh a bhith na cùis eucoir

Cuiridh SMO na prionnsabalan a leanas an gnìomh far a bheil cùis mì-ghiùlan air a meas mar eucoir,

- 1) Gabhaidh pròiseas cùis eucoir prìomhachas agus thèid modh-obrach smachdachaidh a chur an dàrna taobh gus an tig tuilleadh stiùiridh bhon phoileas.
- 2) Nithear beachdachadh am bu chòir gnìomh ro-fheuchainn a chur an gnìomh tro Mhodhan Dion. Tha seo a' toirt a-steach measadh chunnartan agus b' urrainnear gnìomhan reusanta is iomchaidh a chur air dòigh m.e. cumhachan a chur an sàs, casg bho chuid a thogalaichean/gach togalach le SMO agus/no togalaichean chom-pàirtichean, agus/no call cothrom air seirbheisean.
- 3) Far a bheil seo iomchaidh, dh'fhaodadh ceum reusanta is freagarrach a bhith air a chur an sàs do gach taobh.

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Tìotal:  
Dreach/Inbhe:  
Aonta le/Ceann-là:  
Fhoillseachadh:

Cod-Giùlain Oileanach  
1.1 Deireannach  
08/2022  
Tha

An urra ri: Am Bòrd Stiùiridh  
Ùghdar: KNA  
Ùrachadh/Ceann-là: 2022  
Ma bhios adhbhar atharrachadh

4) Às bith dè thig às a' phròiseas laghail, is math dh'fhaodte gum meas SMO agus/no a chom-pàirtichean an gnothach na chùis smachdachaidh taobh a-staigh an oilthigh.

A thaobh àireamh 4), far a bheil oileanach air a dhìteadh no air rabhadh fhaighinn airson eucoir, faodar gabhail ri seo mar fhianais ann an cùis smachdachaidh sam bith ma tha na gnothaichean ceangailte ris an dìteadh a bhuineas dhan chasaid. Faodaidh binn no òrdugh sam bith a tha air a thoirt seachad le cùirt a bhith air a thoirt a-steach nuair a thèid peanas smachdachaidh sam bith a thoirt seachad.

### **Alleged misconduct which may constitute a criminal offence**

*Where alleged misconduct may constitute a criminal offence, SMO will use the following principles:*

- 1) The criminal process will take priority and any internal disciplinary procedure will be suspended until further guidance is received from the police.*
- 2) Precautionary action will be considered using the Safeguarding Procedures. This involves a risk assessment which may result in reasonable and appropriate action being taken e.g. imposition of conditions, exclusion from some or all of SMO, and/or removal of access to services.*
- 3) Where necessary, appropriate support will be provided to all parties involved in the incident.*
- 4) Irrespective of the outcome of the criminal process, SMO may consider the alleged misconduct as an internal disciplinary matter.*

*With respect to 4), where a student is convicted of or cautioned or warned for a criminal offence, this may be relied upon as evidence in any disciplinary proceedings provided that the circumstances leading to that conviction are directly relevant to the allegation. Any sentence or order pronounced by a court may be taken into account in the imposition of any sanction.*

### **Ìrean Proifeiseanta agus Freagarrachd airson Dreuchd**

Tha oileanaich a tha air cùrsaichean barantaichte le Buidhnean Proifeiseanta, Reachdail, is Riaghlaidh (PSRB) fo shlatan-tomhais proifeiseanta agus/no Còdan Giùlain PSRB. Gheibh an t-oileanach stiùireadh aig toiseach a' chùrsa aca ma tha seo iomchaidh.

Faodar briseadh sam bith air Còd Giùlain nan Oileanach no na slatan-tomhais proifeiseanta aithris dhan bhuidhinn PSRB gu dìreach agus/no rannsachadh Freagarrachd airson Dreuchd a chur air chois.

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Tìotal:  
Dreach/Inbhe:  
Aonta le/Ceann-là:  
Fhoillseachadh:

Cod-Giùlain Oileanach  
1.1 Deireannach  
08/2022  
Tha

An urra ri: Am Bòrd Stiùiridh  
Ùghdar: KNA  
Ùrachadh/Ceann-là: 2022  
Ma bhios adhbhar atharrachadh

Is math dh'fhaodte gun tèid oileanach a tharraing à cùrsa, gun tèid an obair aca a chall, gun tèid an casg bho obair san dreuchd sin, agus/no dh'fhaodadh rannsachadh eucoir a bhith ann ga chur an sàs.

## Professional Standards and Fitness to Practise

*Students on courses accredited by a Professional, Statutory and Regulatory Bodies (PSRB) are also subject to the professional standards and/or Codes of Conduct issued by the PSRB. The student will be advised if this is applicable at the start of their course.*

*Any breach of the Student Code of Conduct or professional standards may be reported directly to the PSRB and/or trigger a Fitness to Practise procedure.*

*This may lead to a student being withdrawn from their course, dismissed from their job, barred from employment in that profession, and/or a criminal investigation.*

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Tìotal:  
Dreach/Inbhe:  
Aonta le/Ceann-là:  
Fhoillseachadh:

Cod-Giùlain Oileanach  
1.1 Deireannach  
08/2022  
Tha

An urra ri: Am Bòrd Stiùiridh  
Ùghdar: KNA  
Ùrachadh/Ceann-là: 2022  
Ma bhios adhbhar atharrachadh