



University of Oxford

St Edmund Hall

St Edmund Hall Code of Conduct for Guests

This policy applies to all alumni of St Edmund Hall, whilst engaging with the College through programmes, events, communications and digital platforms either in person, online, by email, phone or any other communication.

1. Introduction

- 1.1 St Edmund Hall hopes that alumni will find value and relevance in staying closely connected with the College and that they will in turn be inspired to play an active role in our continuing success.
- 1.2 St Edmund Hall promotes a culture of respect, diversity and inclusivity.
- 1.3 We are committed to providing a positive working and learning environment that enriches lives and where everyone is treated with respect and dignity. This commitment extends to all alumni of St Edmund Hall, whilst engaging with us through programmes, events, communications and digital platforms.
- 1.4 The expectation is that alumni of the Hall, when engaging with the College, including events, while participating in programmes, and in all digital and print communications organised or supported by the Development and Alumni Relations Office (DARO) – including those led by alumni themselves and by other functions of the College – to be aware of their own behaviour and how it impacts others. Everyone is expected to conduct themselves in a reasonable and acceptable manner.
- 1.5 By engaging with the College in these ways, individuals agree to abide by the expectations to ensure a safe, harassment free and respectful environment for all.

2. St Edmund Hall's Code of Conduct

- 2.1 Unacceptable behaviour may involve actions, words or physical gestures that are inappropriate, unreasonable or offensive and could reasonably be perceived to be the cause of distress or discomfort. Unacceptable behaviour can take forms including face-to-face interaction, written, telephone or email communication or communication via a digital platform, including social media or any video conferencing software.
- 2.2 Examples of unacceptable behaviours include but are not limited to:
 - Bullying, harassment or unacceptable behaviour on the grounds of sex, race, religion or belief, disability, sexual orientation, gender reassignment, age or any of the [protected characteristics](#) defined in the [Equality Act 2010](#);
 - Inappropriate language or the sharing of inappropriate images, including in talks and presentations;
 - Deliberate intimidation, including but not limited to following another person, in person or online, making repeated and/or unreasonable demands, taking photographs of an individual or group or recording another individual without permission;

- Deliberate disruption of physical or digital events;
 - Inappropriate or unwanted physical or verbal contact
 - Aggressive or abusive behaviour, whether in person, online or over the telephone;
 - Spreading malicious rumours or gossip;
 - Misuse of power or position
- 2.3 If an individual is asked by a member of St Edmund Hall staff or others participating in an event to stop engaging in behaviour that has been identified as in breach of our Code of Conduct, we expect them to comply immediately.
- 2.4 If an individual has engaged in behaviour identified as in breach of our Code of Conduct, the organisers of the activity and/or St Edmund Hall staff may take immediate action that they deem appropriate – this may include ending a telephone call; limiting further contact to written communication only; asking the individual to leave an event or activity; or, in the most extreme of cases, contacting relevant authorities and taking any other action considered necessary.
- 2.5 If you have concerns about the conduct of a member of our alumni towards you or another person, in the context of engagement with the College, please contact alumni@seh.ox.ac.uk: we will be happy to assist with any concerns.
- 2.6 All instances of alleged unacceptable behaviour will be dealt with in accordance with the College's [Harassment Policy](#).
- 2.7 Alcohol is often served in College. All visitors to the College are advised to drink responsibly and are responsible for their own health and behaviour whilst on College premises at all times. At the discretion of College staff, if you are clearly under the influence of alcohol or drugs, or otherwise intoxicated, then you may be refused entry.