



**UNIVERSITY
OF HULL**

Alumni Code of Conduct

Founded in 1927 as a 'centre of light and culture' for Hull, the University is proud to play a leading role in the educational, social, economic and cultural development of our unique city and region. This strong sense of place remains at the heart of our identity. The global perspective and expertise of our talented people and our dynamic collaborations with partners locally, nationally and internationally enable us to bring communities together to enrich lives, address the challenges facing our region and share solutions that are transferable across an increasingly connected yet polarised world. It is this union between education, research and knowledge exchange, and between the local and the global, which defines our internationally engaged civic university.

The Development and Alumni Office (DARO) aims to contribute towards this mission by bringing Hull graduates together and celebrating all that has been achieved by our inspiring Hull community. Upholding good conduct is essential in protecting the wellbeing of our alumni, staff and students, as well as the University of Hull brand. We have written this alumni code of conduct to evidence our commitment to encouraging an inclusive, supportive and welcoming environment for all.

This code of conduct applies to any circumstance in which alumni have been granted access to any working, learning or social environment, on and off campus and online, or where conduct may adversely affect another member of the University Community. This may include coming to the University of Hull campus (including Hull University Students' Union) or any events/activity affiliated with the University of Hull. This also applies when acting as a representative of the University of Hull and/or when using social media and IT networks associated with the University of Hull.

General conduct

This code of conduct sets out the standards and behaviours that we ask all University of Hull alumni to abide by. A breach of this code could be in relation to our people, our property or causing damage to the University of Hull's reputation.

The following guiding principles apply at all times.

- a) Be accepting and open about the diversity of the Hull community;
- b) Engage in a way which is free from prejudice and discrimination;
- c) Act with honesty and integrity;
- d) Respect all others, and be considerate and courteous;
- e) Respect University property and available facilities in line with their intended purposes including IT systems, health and safety guidelines and recycling/litter disposal;
- f) Be responsible for the conduct of guests whilst on University premises (no person who has been excluded from the University may be invited onto University premises as a guest);
- g) Engage positively with the local community;



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- h) When representing the University of Hull, members of the alumni community are expected to uphold the highest standards of personal conduct in accordance with University regulations, policies, procedures, codes of practice and guidance.

Online conduct

- a) All posts on University of Hull forums, including social media channels, should be respectful of others;
- b) Alumni should not send any form of communication which uses inappropriate language; microaggression(s); a statement, action or incident regarded as an instance of indirect, subtle or unintentional discrimination against a member of the University Community;
- c) Any communication which could be considered discrimination or harassment on the grounds of a protected characteristic (sex, sexual orientation, gender, gender reassignment, race, religion or belief, disability, pregnancy or age), including racist, sexist, homophobic, transphobic or disablist behaviour will not be tolerated;
- d) No threats to hurt another person should be made;
- e) The distribution or production of inappropriate material will not be tolerated;
- f) Alumni should represent themselves accurately, both in person and online, and not falsify information including, name, career or degree status, nor should they impersonate others;
- g) Alumni should not use official University channels for unsolicited advertising to promote individual businesses, commercial opportunities or funding requests;
- h) Job vacancies suitable to promote to students and fellow alumni are permitted on appropriate University channels only (e.g. LinkedIn, Jobteaser, Hull Alumni Connects);
- i) Any online communication on University of Hull forums must not breach any law or discuss how to commit illegal activity;
- j) DARO reserves the right to remove, modify or deny any posts or online content on official University of Hull channels that is considered a breach of the online code of conduct.



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Violation of Alumni Code of Conduct

Members of the University of Hull community are encouraged to report any breaches of this code to the University. All reports will be responded to in a timely manner and appropriate action will be taken as deemed proportionate in accordance with relevant University policies and procedures.

Breaches of the code of conduct include:

- Misconduct against a current University of Hull student
- Misconduct taking place whilst at any University of Hull premises
- Misconduct taking place online
- Misconduct whilst at any affiliated University of Hull business or activity taking place off campus

In the first instance, any issues should aim to be reviewed (via consultations with relevant University staff and/or review of any online content), documented and dealt with at a local level by a staff member. Multiple or repeated incidents of misconduct may be more serious than a single act of misconduct and previous findings may be considered when determining what sanction should be imposed.

Any misconduct involving a University of Hull student will be referred to the Student Misconduct Officer and a formal investigation may take place following the University's [Regulations](#).

University of Hull alumni have a responsibility to uphold and enforce the code of conduct and are asked to report any violations or concerns to DARO staff. All reported incidents will be shared with the Executive Director of Advancement and External Relations who will in turn issue a written response to the alumnus/a reminding them of the University's expectations and referencing this code of conduct.

Should a written response or warning be considered insufficient, or if there has been a history of repeated and documented misconduct, the Executive Director has the right to remove access to membership of the Hull Alumni Association and associated alumni benefits (see full list [here](#)). All online activity will be moderated as deemed suitable and in proportion to any breaches of the code of conduct. Any decisions on removal of benefits will be confirmed to the alumnus/a in writing.

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