

## **RULES FOR STAFF CONDUCT**

1. The University recognises the need to ensure that members of staff have freedom within the law to question and test received wisdom, and to put forward new ideas and controversial or unpopular opinions, without placing themselves in jeopardy of losing their posts or any privileges they may have at the University.
2. At the same time, good conduct is essential for the efficient operation of the University and for the safety and well-being of all employees. All members of staff are therefore required to conduct themselves while at work in a manner which:
  - A is in accordance with such rules, procedures or regulations which may from time to time be established by the University;
  - B is conducive to the proper and efficient performance and discharge of the employee's own duties and responsibilities and those of other members of staff;
  - C takes due account of the interests of the University and of any obligations in law which are placed on the University or the individual member of staff while at work.
3. In addition it is the responsibility of all staff in the University to observe statutory obligations including those relating to equal opportunities, health and safety, data protection and freedom of information. Further details of these obligations are contained in the relevant University policies.

Examples of conduct which are seen to be in breach of this requirement are set out in the University's Disciplinary Procedure. That list is not exhaustive.

Copies of the Disciplinary Procedure are available to staff on request from the People Directorate. It is also included on the People Directorate Website.