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We urge the members of Regent House to vote placet to all three recommendations. This will amend the Statutes of the University to adopt the revised Student Disciplinary Framework, effective from 1 October 2019, and change the standard of proof from beyond reasonable doubt to the balance of probabilities.

These recommendations are the result of a five year long process of extensive consultation and consideration with a range of stakeholders. Since 2014, the University has seen an improvement in its reporting procedures for harassment and misconduct. The most notable moment has been the University-wide pledge of zero tolerance to harassment or misconduct of any form as part of the 2017 Breaking the Silence initiative. Members of Regent House now have the opportunity to improve the disciplinary procedure for those who have been empowered to report instances of harassment and misconduct. The need for these reforms reflects the changing landscape of the sector, culminating in the recent publication of the Office of the Independent Adjudicator's Good Practice Guidelines. To be compliant with these Guidelines, the Review Committee on Discipline has produced a procedure that is as transparent as possible and fair to all parties.

These revisions clarify that a University disciplinary procedure is an internal process and not an extension of a criminal court of law. It therefore follows that the current standard of proof (beyond reasonable doubt) needs to be replaced with the civil standard of proof (on the balance of probabilities). Adopting the civil standard of proof enables the University to manage the expectations of those involved in cases of student discipline by clearly signalling the difference between civil disciplinary proceedings and a criminal case. Staff members, representatives from both Students' Unions and UCU, and students themselves spoke in favour of adopting the balance of probabilities at the Discussion on 21 May 2019. The Office of Student Conduct, Complaint and Appeals (OSCCA) found that 88% of those who responded to the February 2019 consultation were also in favour of changing the standard of proof, alongside other significant improvements to the procedure, such as the introduction of a full-time Investigator role, the communication of clear timescales, and an accessible right of appeal for all parties.

We commend this Report to the Regent House as an opportunity to uphold the principles of recent reforms and continue to work with students to enact lasting cultural change. We therefore urge Regent House to vote placet to Recommendations I, II and III.

**SIGNATURE**

**NAME AND INITIALS in block capitals**