

Non-Academic Misconduct (NAM)

System Overview

Core Values

Queen's students are expected to adhere to and promote the University's core values of honesty, trust, fairness, respect, and personal responsibility in all aspects of their university life. These core values are intended to foster mutual respect for the dignity, property, rights, and well-being of all members of the University community. These expectations are outlined in the Student Code of Conduct (the Code) and other supporting policies.

Reporting

Reporting Units receive complaints and determine when a matter needs to be forwarded to the Non-Academic Misconduct Office (NAMIO). Reporting Units include: Athletics & Recreation; Campus Security & Emergency Services; Human Rights & Equity; Residence; and Sexual Violence Prevention & Response. Students, faculty, and staff may also submit an incident report form directly to NAMIO.

Intake and Referral

NAMIO considers the nature of the matter, the status of the students involved, the impact, and the appropriate University policy for resolution before referring to a NAMIO Unit for case management. NAMIO units include: Athletics & Recreation; Audit & Investigations (e.g. AMI), Residence, and Student Conduct Office. Interim measures may be implemented to support a safe campus environment until the case is resolved.

Resolution

Cases may be dismissed, resolved informally by a designated unit, or referred to a Case Manager when an informal resolution cannot be reached or is not appropriate. Outcomes could include sanctions. The goal of outcomes and sanctions is education and repair of harms. When necessary, corrective sanctions may be used to address immediate and future behaviour.

Appeals

Cases that are resolved formally may be appealed to the appropriate appeal board through internal appeal procedures of the relevant NAMIO Unit or Panel. Sexual Violence cases have a separate appeal body.

Records

Violations are tracked in a student's NAM record maintained by the University's Records Management. NAM records are not included on a student's academic transcript, except for in the most serious cases if the student is required to withdraw due to NAM. A student's NAM record may be considered as a factor for resolving any subsequent incidents.