HUGHES HALL
CAMBRIDGE

Code of Conduct for All

Hughes Hall is a scholarly community of students, staff, senior members, and alumni collectively dedicated to the pursuit of teaching, learning, and research. The College's integrity and success are predicated upon a foundation of mutual respect, trust, and shared responsibility.

This Code of Conduct sets out the standards of behaviour expected of **all** members of the College community, irrespective of status, role, or seniority. Everyone is expected to contribute actively to an inclusive, welcoming, and collegiate environment.

Core Principles

All members of the College community are expected to uphold the following pillars of community life:

1. Fostering a culture of mutual respect and dignity

The College is a community that values the individuality of everyone. We are committed to treating all persons with respect and dignity. This entails acknowledging the right of others to hold differing perspectives and valuing the diverse backgrounds and experiences that enrich our collective mission. This commitment ensures that our shared spaces—physical and digital—remain environments where diversity is a strength and where every individual can flourish, free from harassment, belittlement, or discriminatory conduct.

2. Upholding personal and professional integrity

We strive to maintain a culture of trust and accountability. Whether in academic research, professional duties, studies, or daily interactions, we hold ourselves to the highest standards of ethical conduct and transparency. While we encourage individual expression, we are also mindful that our personal conduct serves as a reflection of the College's reputation and values.

3. Safeguarding wellbeing

Everyone bears a personal and, where appropriate, professional responsibility for their actions and any subsequent impact on our community. We prioritise the health and safety of others, ensuring that no action compromises the security, welfare or wellbeing of individuals or the College community as a collective. We demonstrate respect for College premises and facilities and foster a culture of informed consent and care.

4. Cultivating co-operation and support

Our collective success is dependent upon the support we provide one another, particularly during periods of transition or pressure. We commit to cooperating with all members of our community and acting with empathy. By valuing all contributions - whether individual or collaborative - we ensure that everyone is supported in their pursuit of excellence.

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5. Accountability through fair processes

The College's disciplinary and grievance frameworks are essential instruments for maintaining institutional harmony and upholding standards. By engaging with these processes transparently and in good faith, we ensure that concerns are investigated with due diligence, fairness, and consistency. These frameworks are designed to facilitate resolution, reflection and where appropriate restorative justice.

Scope and Application

Applicability: This Code applies to all students, staff, senior members, and alumni in all College-related contexts, including digital spaces and off-site events.

Accountability: While these principles are universal, the College's approach shall be governed by the specific regulations pertinent to the individual's standing:

- Students: subject to the Disciplinary Policy (Students) and/or the Harassment and Misconduct Between Students Policy and Procedure.
- Assistant Staff: subject to the Staff Handbook, Sexual Harassment Policy, Staff, Senior members and Student Relationships Policy, and Employment Contract.
- Academic Staff: subject to the Academic Staff Statutes, Ordinances, Employment Contract, and Staff, Senior members and Student Relationships Policy.
- Governing Body Fellows and Titular Fellows: subject to the College Statutes and Ordinances and Staff, Senior members and Student Relationships Policy.
- Alumni: subject to the Code of Conduct for Alumni.

In the event of any conflict, any applicable statutory, regulatory, and contractual requirements shall prevail over this Code.