



Discipline of Fellows

November 2023



1. Those holding a Fellowship of any category are expected to uphold standards that reflect well on the College and the University of Oxford and those whose conduct falls short of those standards may be subject to disciplinary action by the Governing Body, including removal from the Fellowship. Such activities need not necessarily be connected with their duties and may include actions which might bring the College into disrepute, for example but not limited to, criminal conviction.
2. Those who hold a fellowship as a result of their employment by the College are subject to the Disciplinary Policy of the College and HR law and regulations as exists from time to time and no enquiry or investigation shall be undertaken by the Governing Body that may conflict with or circumvent the Disciplinary Policy.
3. Fellows who are appointed as a result of holding a position within the University who leave or are removed from that position will automatically leave their associated Fellowship.
4. Any Fellow granted sabbatical leave by the University, or who is on sick leave from the University, will automatically have that status carried over to their Fellowship.
5. Where Fellow, other than an Official Fellow, is unable or unwilling to carry out their duties or is accused of conduct unbecoming a Fellow then the Principal shall convene a panel of no less than five people of appropriate standing, at least one of whom shall be a Trustee and at least one of whom shall be a member of the Governing Body. This panel will conduct an investigation into the allegation, supported if necessary by College Officers, HR staff or external advisers, and will make a recommendation to the Governing Body in reserved business for an appropriate outcome. The panel may opt to recommend the dismissal of the allegation, to impose a warning or a period of suspension from the Fellowship (if suspended a Fellow would lose access to College and associated facilities for the duration of that suspension) or to recommend the removal of the Fellowship. Should a Fellowship be removed the panel will identify a period of time, up to life, which must elapse before the individual may be re-elected to a Fellowship. There is no provision for an appeal against the decision of the Governing Body in this instance.
6. Where a similar accusation is made against an Official Fellow, then the same panel shall be constated and proceed in the same way. In this instance, the decision of the Governing Body (which will meet in the absence of the accused) will be communicated to the accused Fellow who will have the right to an appeal to the full Trustee Board who will conduct a further hearing, supported by external advisors if required, and make a final decision.
7. Should a Fellowship be removed from an individual who is appointed as a result of their University role, but that University role has not ceased, then the Principal shall inform the most appropriate senior official in the University Department or Division concerned that the individual has been subject to a penalty from the College.
8. In all cases such panels shall operate to a 'balance of probabilities' test.



9. A Fellow may resign their fellowship, at any time and with immediate effect, by giving notice in writing to the Principal. Should they be subject to an investigation at the time, or within 12 months of their resignation an accusations come to light which would otherwise have led to an investigation then the Principal and Vice Principal acting together may opt to undertake a disciplinary process in any event, with a view to excluding that individual from taking up a Fellowship in the future.