

AC.3.4.4 Student Non-Academic Conduct Schedule A

Examples of Student Non-Academic Misconduct

Non-academic misconduct can occur in a variety of environments, such as, for instance, an in-person physical environment, an online environment, etc. Examples of non-academic misconduct include but are not limited to the acts set out below, whether completed or attempted. Note that these are examples only and students may be found to have committed non-academic misconduct for acts that are not listed in this schedule. Students who assist or collude with others to commit or attempt to commit acts of non-academic misconduct have also committed non-academic misconduct.

A. Disruptive Conduct

1. Disrupting or interfering with any SAIT activity or SAIT-sponsored function.
2. Disturbing the right of any member of the SAIT community to carry on legitimate activities or to speak or express views, and/or disrupting the flow of information and freedom of communication by members of the SAIT community.
3. Creating a disturbance.
4. Acting in a disorderly, lewd, obscene or indecent manner.
5. Interfering with instruction in any manner or by any means, whether or not to the detriment of other students.
6. Acting towards any member of the SAIT community in a manner that is disrespectful, unprofessional or that contravenes SAIT's FIRST principles whether by word, action or other conduct.
7. Acting in a manner that damages the learning environment for other students.
8. Displaying or distributing obscene, graphic or abusive materials.
9. Unwanted, repetitive and/or persistent communication with another individual despite that individual's requests for the communication to stop.

B. Harmful, Dangerous, Threatening or Offensive Conduct

1. Intimidation, violent behaviour or threats of violent or harmful behaviour, including use of physical force or assault or threats thereof against any person or property or inciting violence.
2. Sexual assault, sexual violence and/or gender-based violence, as defined in policy [HS.1.6 Preventing and Responding to Sexual Assault, Sexual Violence and Gender-Based Violence](#), or threats to commit sexual assault, sexual violence and/or gender-based violence.
3. Harassment or bullying: any inappropriate conduct, comment, display, action or gesture by a person (harasser) that constitutes a threat to an individual's health or safety and that either:
 - a) Is based on a prohibited ground of discrimination under Alberta's human rights legislation, or
 - b) Adversely affects an individual's psychological or physical wellbeing where the harasser knows or ought reasonably to know this would cause offence or the individual to be humiliated or intimidated and where the harasser's behaviour is either repeated or is a single, serious occurrence that has a lasting and harmful effect on the individual, but excludes any reasonable conduct by SAIT or an instructor in respect of the management, oversight or direction of a member of the SAIT community with respect to studies at or with SAIT.
4. Discrimination: Any act or omission that results in unjust or prejudicial treatment on a prohibited ground. Prohibited grounds of discrimination include race, religious beliefs, colour, gender, gender identity, gender expression, physical disability, mental disability, age, ancestry, place of origin, marital status, source of income, family status or sexual orientation, and any other ground covered in Alberta's human rights legislation.
5. Hazing or any act that harms or could harm someone's mental health, physical health or safety for the purpose of initiation or membership in a group or organization.
6. Photographing, audio-recording and/or video recording a person without that person's consent, unless that recording is made in alignment with procedure [AD.4.7.2 Filming](#).
7. Bribing or influencing through monetary or other benefit any member of the SAIT community for the purpose of gaining academic or other advantage.
8. Conduct, whether online or in person, and/or the use of social media in a manner that is harassing, threatening, offensive, hateful and/or discriminatory, that violates the confidentiality or harms the reputation of SAIT or a member of the SAIT community, or that violates the privacy of records in a work-integrated learning setting.



C. Misconduct Involving Property

1. Unauthorized entry into or onto SAIT's facilities, or staying in or on SAIT's facilities when those facilities are closed.
2. Unauthorized use of, misuse of or intentional or careless damage to, tampering with or defacing of or destruction of, or theft or misappropriation of the facilities, equipment or property of SAIT or of others, including computers and data and voice communications networks (see procedure [AD.2.15.1 Acceptable Use of Computing and Information and Technology Resources](#)).
3. Inappropriately using SAIT computer equipment, networks or systems, including copying, removing or distributing software without authorization, using another person's account without authorization, breaching software licenses, interfering with normal operations of computers, networks or systems, flooding networks with messages, pyramid soliciting or using SAIT computers, networks or systems for commercial gain or computer hacking.
4. Tampering with or rendering inoperable SAIT security devices or SAIT safety-related assets or property, including SAIT's fire or safety alarms.

D. Misconduct Involving Information

1. Unauthorized access to or tampering with, whether electronically or otherwise, documents or records.
2. Knowingly divulging confidential or personal information relating to any SAIT matter or member of the SAIT community, without applicable authorization or in contravention of applicable policies or laws.

E. Smoking, Alcohol and Drug Use

1. Unlawfully possessing, distributing or using narcotics or illegal drugs.
2. Attending a learning activity, including but not limited to a class, lab or work-integrated learning activity while under the influence of alcohol, narcotics or drugs, particularly where such attendance creates a potential safety risk to others or a potential risk of damage to SAIT's property.
3. Breaching procedure [AD.2.2.1 Alcohol Service and Consumption on Campus](#).
4. Breaching procedure [HS.1.4.1 Smoking, Vaping and Cannabis](#).

F. Improper Use of Dangerous Objects and Substances

1. Using, possessing, displaying, tampering with or storing a weapon or dangerous substance (including but not limited to guns, ammunition, knives and/or other edged weapons, chemicals, fireworks, flammable gas or explosives) or replica thereof on SAIT's facilities or at SAIT functions, whether or not the student has a license.

Note that SAIT recognizes there may be religious exemptions or protected grounds under Alberta's human rights legislation that allow for the wearing of religious items that could potentially be viewed as a weapon or dangerous substance.

G. Failure to Comply

1. Breach of ethical codes governing applicable professions, particularly in the context of work-integrated learning. Note that determining whether an alleged act breaches a profession's ethical code may require consultation with a member of that profession.
2. Violating civil or criminal statutes or applicable laws, court orders or orders of any administrative tribunals having an effect on or related to SAIT or the SAIT community.
3. If a student is an apprenticeship student, breaching the Alberta government's rules or policies for apprenticeship students.
4. Failing or refusing to appear without an acceptable excuse before any designated SAIT official, committee or panel.
5. Failing to comply with reasonable directives or instructions from SAIT officials, including SAIT instructors. This includes, for instance, breaching an interim or permanent condition established through academic or non-academic misconduct proceedings under procedures [AC.3.4.3 Student Academic Conduct](#) and [AC.3.4.4 Student Non-Academic Conduct](#).
6. Providing false information to an authorized member of the SAIT community (including but not limited to a security officer or peace officer).
7. Failing to comply with the request of an authorized member of the SAIT community (including but not limited to a security guard or peace officer) to provide valid SAIT identification, government-issued photo identification, or, in the case of the absence of any valid photo identification, to self-identify.
8. Contravening SAIT's policies, procedures or rules.



H. Miscellaneous

1. Behaving in a manner that prejudices SAIT's name, reputation or standing or that puts SAIT at potential legal risk.
2. Intentionally creating hazardous conditions for a member of the SAIT community.
3. Not complying with SAIT's health and safety procedures and processes.

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