



Alumni Code of Conduct

RESPONSIBLE COMMITTEE: Development Committee

RESPONSIBLE OFFICER: Development Director

LAST REVIEW DATE: Hilary 2025

NEXT REVIEW DATE: Hilary 2026

Pembroke College is committed to fostering an inclusive culture which promotes equality, diversity, and maintains an environment in which the rights and dignity of all members of the College community, past and present, are respected.

The College acknowledges that its alumni are by default members of the College for life and consequently maintains a policy of active engagement through continued access to its premises, invitations to events, and a range of communications designed to deepen that relationship over time. However, these benefits are to be regarded as a privilege and not conferred as a right.

The College and its Development Office aim to foster an environment free from harassment, and all alumni, friends, and associates of the College have a role to play in supporting this aim.

This policy (which should be read alongside the College's Harassment policy) sets out the behaviours expected by College Alumni when visiting College premises, or participating in any College-sponsored event (including Alumni Ambassador-organised events), or visiting any platform or service, in person or online, that is provided by the College:

- Behaviour which has the purpose or effect of violating another's dignity, or of creating an intimidating, demeaning, degrading, or offensive environment for another person, will not be tolerated.
- Alumni must abide by the College's Harassment Policy. Harassment may involve repeated forms of unwanted or unwarranted behaviour, but a one-off or isolated incident can also amount of harassment. Furthermore, the recipient does not need to have explicitly stated that the behaviour was unwanted for the behaviour to constitute harassment. The intentions of the alleged harasser are not always determinative of whether harassment has taken place: the perception of the complainant and the extent to which that perception is in all the circumstances reasonable will also be relevant.
- Where alcohol is served at events attendees acknowledge that inebriation is no excuse for discourtesy, rudeness, harassment, or the victimisation of staff, other attendees, or guests. All attendees are advised to drink responsibly and are accountable for their own behaviour whilst attending an alumni event.

If an alumnus/a or friend conducts themselves in a manner which is harmful to the College, its members, or its wider reputation, the College may decide to terminate its relationship with that

alumnus/a or friend either permanently or for a fixed period of time. The determination as to whether such conditions have been met will be made by the Master, acting with the advice of the Development Director.

Senior members of the College and staff are under an obligation to advise the Development Director if they become aware that a situation has arisen which might give rise to any consideration for action that could be taken under this policy.

If it is determined that relations with an alumnus/a or friend should be severed (either temporarily or permanently) then the Master will write to that individual setting out the grounds for that decision. In such cases any future gifts by the individual to the College during the severance of the relationship shall be refused. The College also reserves the right to return any previous gifts made by the individual.

If the Master deems that the behaviour of the alumnus/a or friend is such that it does not warrant a complete termination of relationship, a suspension (permanent or otherwise) from future College events or exclusion from College premises may be implemented instead.

The Development Office will provide a framework of support for alumni, guests, and staff who feel they have been subject to harassment or have encountered a breach of this code of conduct during a College event. All complaints will be treated with the utmost seriousness and investigated promptly.

When making use of the benefits and services provided by the Development Office, alumni and associates agree to abide by this Code of Conduct, as well as any relevant laws and regulations.