

Universiti Brunei Darussalam

Zero Tolerance Policy

(Parent Policy)

Safe Campus, Shared Responsibility

This Policy was approved by the UBD Council on 26 May 2026

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1. Purpose

Universiti Brunei Darussalam (the “University”) is committed to fostering a safe, inclusive, healthy, and respectful academic and social environment. This Policy sets out the University’s institutional position on prohibited conduct that threatens the safety, dignity, and wellbeing of its community, and establishes the framework within which subsidiary procedures, guidelines, and implementation plans are developed and applied.

This Policy is anchored in the Zero Tolerance theme of the University’s Healthy University Roadmap. Further operational alignment with that Roadmap, and with related frameworks, is addressed through subsidiary procedures rather than repeated throughout this document.

2. Statement of Commitment

The University affirms its unwavering commitment to fostering a safe, inclusive, healthy, and morally upright environment for all members of its community, upholding national laws, Syariah principles, and recognised good practice in higher education. This Policy reflects the University’s dedication to safeguarding the dignity, rights, safety, and wellbeing of every student, staff member, visitor, and community member, while promoting a culture of respect, accountability, prevention, fairness, and collective responsibility.

The University holds that safety and wellbeing are shared responsibilities, not the burden of any single office or individual. Every member of the University community is expected to uphold these standards, and the University in turn commits to responding to reports of prohibited conduct with fairness, consistency, and care for everyone involved.

3. Definitions

For the purposes of this Policy, the following definitions shall apply unless the context otherwise requires:

Term	Meaning
Policy	This UBD Zero Tolerance Policy, being the parent policy that establishes the University’s institutional position, scope, principles, and policy commitments on prohibited conduct.
University	Universiti Brunei Darussalam, including its authorised offices, divisions, sections, centres, units, committees, representatives, and persons acting on its behalf.
University community	Students, staff, contractors, vendors, partners, service providers, visitors, guests, and other persons who participate in, provide services to, or engage with University premises, activities, programmes, platforms, or resources.
University premises	All land, buildings, facilities, residential spaces, offices, and other physical spaces owned, controlled, managed, used, or occupied by the University, including vehicles and University-managed transport.
University-related activities	Any academic, administrative, residential, sporting, cultural, religious, social, outreach, fieldwork, or other activity organised, endorsed, or supported by the University, on or off campus, locally or abroad.
Digital or virtual spaces	Online platforms, systems, communication channels, learning platforms, or other digital environments used, hosted, endorsed, or connected to the University.

Term	Meaning
Zero Tolerance	The University's firm institutional position that prohibited conduct covered under this Policy is not accepted, condoned, or ignored, and shall be addressed in accordance with applicable laws and approved University procedures.
Prohibited conduct	Any act, omission, behaviour, or communication prohibited under this Policy, including smoking and vaping, alcohol consumption, illicit drug use, gambling, violence, bullying, sexual harassment, and unsafe road behaviour.
Consent	A clear, voluntary, and informed agreement to engage in specific conduct, given by a person with the capacity to do so. Consent cannot be given under coercion, intimidation, incapacitation, or abuse of a position of authority, and may be withdrawn at any time.
Good faith report	A report made honestly and responsibly, based on information the reporter reasonably believes to be true at the time of reporting.
Whistleblower	A person who makes a good faith report, whether anonymously or directly, of suspected or confirmed violations of this Policy, and who is entitled to the protections set out in Section 8.
Unsubstantiated report	A report made in good faith that, following investigation, cannot be proven on the available evidence. An unsubstantiated report is not, of itself, evidence of a false or malicious report.
Retaliation	Any adverse action, threat, intimidation, or reprisal against a person because they made a report, intervened as a bystander, supported another person, or participated in a University process in good faith.
Approved University procedures	Procedures, guidelines, standard operating procedures, manuals, reporting mechanisms, or implementation plans approved or adopted by the University to support this Policy.
Subsidiary procedures	Supporting operational documents, including definitions, examples, prohibited-conduct lists, reporting pathways, and implementation detail, issued under this Policy.
Applicable laws	The laws of Brunei Darussalam, including civil laws, Syariah laws where relevant, subsidiary legislation, and other applicable legal requirements.

4. Policy Hierarchy

This Policy is the University's parent governance instrument on zero tolerance. It is supported by subsidiary procedures, guidelines, and implementation plans, which prescribe definitions, examples, prohibited-conduct detail, and operational arrangements for each conduct area in Section 10. Where any inconsistency arises, this Policy shall prevail, unless otherwise required by applicable law.

5. Application and Scope

This Policy applies to all members of the University community, including students, staff, contractors, vendors, partners, service providers, visitors, guests, and other third parties engaged in University-related activities.

It applies to University premises and University-related activities, whether conducted on or off campus, locally or abroad, and whether physical, digital, or virtual. It remains applicable during academic and non-academic periods, including semester breaks, examination periods, internships, and placements.

5.1 Prohibited Conduct Areas

The following conduct is strictly prohibited under this Policy: smoking and vaping; alcohol consumption; illicit drug use; gambling; violence; bullying; sexual harassment; and unsafe road behaviour. Other related conduct may also be addressed where it affects University safety, wellbeing, dignity, operations, reputation, or compliance with applicable laws.

5.2 Overlapping Conduct

Where an incident involves conduct spanning more than one prohibited conduct area — for example, sexual harassment facilitated by intoxication, or drug-impaired driving — the matter shall be addressed under whichever approved University procedure or procedures are most applicable, as determined by the responsible University office. This shall not limit the University's ability to address the matter under more than one procedure where warranted.

6. General Principles

The following principles apply across all prohibited conduct areas and shall guide the interpretation, implementation, reporting, and review of this Policy. Each is further operationalised in approved University procedures.

- **Due process** — any person subject to a report shall be informed of the allegation, given the opportunity to respond, entitled to be supported by a person of their choosing, and entitled to seek review or appeal.
- **Proportionality** — measures and sanctions shall be proportionate to the severity, intent, harm, and repetition of the conduct concerned.
- **Interim measures** — the University may act to protect safety or wellbeing pending the outcome of a report, including by limiting contact or access.
- **Conflict of interest** — any person handling, assessing, or investigating a report who has a conflict of interest with a party involved shall recuse themselves.
- **Good-faith emergency amnesty** — a person who seeks emergency assistance in good faith, for themselves or another, shall have that considered positively in any related response, including in alcohol- or drug-related incidents.
- **Data protection and confidentiality** — personal data arising from reports and investigations shall be handled securely and on a need-to-know basis.
- **Cross-border matters** — where conduct occurs outside Brunei Darussalam, the University shall determine the applicable standard having regard to this Policy, local law, and any partner institution arrangements.

7. Shared Responsibility and Reporting

The University acknowledges the vital role that bystanders play in maintaining a safe and respectful campus environment. All members of the University community share a responsibility to take action, where safe to

do so, when witnessing conduct that may breach this Policy, including by intervening safely, reporting through approved channels, or directing affected persons to appropriate support services.

Protection from retaliation for bystanders who intervene or report in good faith is set out in Section 8. Detailed reporting expectations and pathways are prescribed in approved University procedures.

8. Reporting, Whistleblower Protection and Confidentiality

All members of the University community may report suspected or confirmed violations of this Policy through safe, accessible, and confidential University channels. Reports shall be assessed fairly, consistently, and proportionately, and, where a matter involves serious misconduct, criminal conduct, or safeguarding concerns, may be referred to relevant authorities, in accordance with applicable laws and approved University procedures.

The University is committed to whistleblower protection. It shall take reasonable steps to protect whistleblowers, bystanders who intervene in good faith, affected persons, and participants in good faith from retaliation, intimidation, or victimisation. Identities shall be kept confidential as far as reasonably practicable and handled on a need-to-know basis. An unsubstantiated report made in good faith shall not, of itself, be treated as a false or malicious report; reports later found to be knowingly false, malicious, or vexatious may be addressed as misconduct in accordance with approved University procedures.

Detailed reporting, referral, case management, investigation, and record-keeping arrangements are prescribed in approved University procedures.

9. Awareness and Prevention

The University shall promote awareness, prevention, education, and capacity-building in support of this Policy, including through orientation, campus campaigns, training, and strategic partnerships with relevant national and institutional bodies. The scope, format, and delivery of awareness and prevention initiatives are prescribed in approved University procedures and implementation plans.

10. Prohibited Conduct Areas

The University adopts a zero-tolerance position on each of the conduct areas below. Definitions, examples, detailed prohibited acts, reporting pathways, and enforcement arrangements for each area are prescribed in the corresponding approved University procedure.

10.1 Smoking and Vaping

The University is committed to a clean, healthy, and smoke-free environment for every member of its community. Smoking, vaping, and the use of tobacco or nicotine-related products are therefore prohibited on University premises and during University-related activities, in line with the Tobacco Order, 2005.

10.2 Alcohol Consumption

The University upholds a campus culture grounded in health, safety, and respect for the religious and cultural values of its community. The possession, consumption, distribution, or sale of alcoholic beverages is therefore prohibited on University premises and during University-related activities, regardless of age or religion, subject to the good-faith emergency amnesty principle at Section 6.

10.3 Illicit Drug Use

The University safeguards the health, safety, and legal standing of its community against the harms of illicit drug use. The possession, use, distribution, or trafficking of illegal or controlled substances, including the misuse of prescription medication, is therefore prohibited, in line with the Misuse of Drugs Act (Chapter 27), subject to the good-faith emergency amnesty principle at Section 6.

10.4 Gambling

The University promotes responsible conduct and protects its community from the financial and social harms associated with gambling. Gambling, including betting, wagering, and gaming for money or items of value, is therefore prohibited on University premises, during University-related activities, and through University resources, platforms, or branding.

10.5 Violence

The University protects the safety and dignity of every member of its community. Violence, including any act or threat intended to cause physical, psychological, emotional, sexual, or reputational harm, whether through force, intimidation, coercion, harassment, or abuse of authority, is therefore prohibited.

10.6 Bullying

The University upholds a respectful and inclusive environment free from intimidation and humiliation. Bullying, including repeated conduct that demeans, humiliates, intimidates, or causes harm, whether physical, verbal, psychological, or digital, is therefore prohibited.

10.7 Sexual Harassment

The University is committed to a campus where the dignity, autonomy, and consent of every person are respected. Sexual harassment, including any unwelcome sexual advance, request for sexual favour, or other conduct of a sexual nature that lacks consent or creates an intimidating, hostile, or offensive environment, is therefore prohibited. This Policy recognises that harassment arising from a power imbalance — including staff-to-student or supervisor-to-subordinate conduct — carries distinct risk and shall be addressed with corresponding safeguards, including conflict-of-interest recusal and interim measures, as prescribed in approved University procedures.

10.8 Road Safety

The University protects the life and safety of everyone who moves through its campus. Unsafe road behaviour, including speeding, reckless or impaired driving, and failure to observe traffic controls, is therefore prohibited, in support of a safe and responsible transport environment.

11. Compliance and Consequences

Breaches of this Policy shall be managed in accordance with applicable laws, University statutes, disciplinary regulations, contractual obligations, and approved University procedures. Responses shall be proportionate, as set out in Section 6, and may include education-based intervention, administrative action, disciplinary action, restriction of access, or referral to relevant authorities.

Detailed compliance, monitoring, and record-keeping arrangements are prescribed in approved University procedures.

12. Governance, Roles and Responsibilities

Zero tolerance requires clear governance, shared accountability, and coordinated institutional responsibility, integrated into University governance, planning, and decision-making in line with the Healthy University Roadmap.

12.1 Governance Framework

The governance framework for this Policy shall be as follows:

Role	Designation
Policy Owner	Vice-Chancellor
Policy Custodian	Assistant Vice-Chancellor (University Life and Governance)
Lead Implementing Office	Centre for University Life and Wellness (UniHEALTH), or any other office designated by the University
Supporting Offices	Student Affairs, Human Resources, CAMPUS, Faculties, Residential Services, Security, Estate Office, Legal Office, and other relevant offices
Oversight	UBD Healthy University Working Group

12.2 University Leadership

University leadership is responsible for providing strategic direction, institutional oversight, and organisational commitment to a safe, respectful, and accountable University environment.

12.3 Policy Custodian and Lead Implementing Office

The Policy Custodian is responsible for coordinating the maintenance, implementation support, and review of this Policy. The Lead Implementing Office shall coordinate awareness, prevention, reporting pathways, and institutional support arrangements within the scope of this Policy.

12.4 Supporting Offices

Supporting Offices shall implement relevant subsidiary procedures within their respective areas of responsibility and provide coordination, information, and assistance required for the effective administration of this Policy.

12.5 Oversight

The Oversight body shall monitor implementation, receive periodic reporting, consider emerging risks, and recommend improvements to this Policy and its subsidiary procedures.

13. Review

This Policy shall be treated as a living document and formally reviewed every two (2) years, or earlier where deemed necessary by the University, to ensure it remains relevant, effective, legally aligned, and responsive to institutional needs.

14. References

This Policy has been developed with reference to applicable laws, national frameworks, and recognised good practice, including:

- Healthy University Roadmap and Healthy University Rating System (HURS)

- Wawasan Brunei 2035
- Tobacco Order, 2005
- Misuse of Drugs Act (Chapter 27, Laws of Brunei Darussalam)
- Common Gaming Houses Act (Chapter 28, Laws of Brunei Darussalam)
- Road Traffic Act (Chapter 68, Laws of Brunei Darussalam)
- Relevant Syariah laws
- World Health Organization (WHO) guidance
- ASEAN University Network – Health Promotion Network (AUN-HPN)

This Policy shall be read together with applicable laws, approved University procedures, subsidiary policies, and relevant institutional frameworks supporting the Healthy University Roadmap.

Approving Authority	UBD Council
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