

## **St Anne's College, Oxford**

### **Revocation Policy**

#### **Revocation of Honorary, Associate and Emeritus (including Senior Research) Fellowships**

Governing Body has the power to revoke an Honorary, Johnson Honorary, Associate or Emeritus (including Senior Research) Fellowship (i.e. all College bestowed fellowships that are not linked to employment in the College or University).

This will happen rarely and only when justified for one or more of the following "Reasons":

1. information has emerged since the conferment of the fellowship that calls into question the original rationale for conferring the fellowship
2. concerns relating to behaviour by the recipient that constitute an abuse of the rights and privileges associated with the fellowship
3. concerns relating to behaviour by the recipient that is contrary to the College's Purpose or that undermines its charitable object
4. the reputation of the College will be damaged from continued association with the fellow concerned and the damage from maintaining the fellowship will be greater than from revoking it. This could include circumstances such as criminal convictions or findings of fact by a court, or tribunal.

Consistent with the College's and University's commitment to free speech and academic freedom, an ideological difference following the exercise of the right to freedom of expression within the law is not of itself grounds for revocation of an honorary, associate or emeritus fellowship.

Formal requests to consider the revocation of an honorary or emeritus award may be submitted in writing by any Fellow, member of staff, student or alumna of the College in writing to the Principal, Vice-Principal or Academic Registrar. Anonymous requests will not be accepted.

Formal requests should provide substantive grounds for review in writing with specific reference to one or more of the Reasons above, supported by appropriate and relevant factual evidence.

Formal requests will be considered by the College's Nominations Committee. The evidential standard is on the balance of probabilities.

Where, there appears to be a *prima facie* Reason or Reasons to rescind a Fellowship the relevant Fellow should be given information in writing and afforded a reasonable opportunity to present their case in writing for the Nominations Committee to consider alongside the information they have been provided.

The Committee may wish to provide the Fellow with an opportunity to resign their Fellowship at any point in the process.

The Nominations Committee will make a decision as to whether the Fellowship will be revoked, suspended for a specified period, or continued. This will be reported to Governing Body and issued in writing to the Fellow.

The affected Fellow may, within 28 days of receipt by them of the decision, submit in writing an appeal against such decision in respect of their Fellowship.

The Governing Body (or, with the agreement of Governing Body, a smaller group of trustees), will determine the appeal and provide a written outcome to the Fellow.

After a Fellowship has been considered for revocation under a Formal Request, further requests for revocation and/or suspension will only be considered under this policy if there is new evidence or a substantive change in circumstances put to the Nominations Committee in a new Formal Request under the Reasons as above.