

GCAS College Dublin
The Global Centre for Advanced Studies

Student Handbook



GCAS College Dublin

Student Handbook

Please Note:

GCAS reserves the right to modify programmes, policies, course offerings, requirements, and any other matters outlined in this Handbook at any time and without prior notice. All GCAS degree students and participants are required to abide by the terms and conditions stated herein. By enrolling as a degree student or participating as a researcher in any GCAS program or event—whether online or in person—you acknowledge and agree to these terms. Attendance at GCAS events is at your own risk. GCAS assumes no responsibility for any injuries sustained during participation, and by attending you agree not to hold GCAS liable.

All readers of this publication should contact GCAS College Dublin to ensure all information covered in this Handbook is updated. GCAS College Dublin, Ltd. assumes no responsibility for any damages that may be claimed to have resulted from any changes.

**2025
© copyright
All Rights Reserved**

Address: 38/39 Fitzwilliam Square Dublin 2, Ireland <>
+353 87 754 1417
Email: <contact@gcas.ie>
[Website](#)



GCAS in Prague, June 2023 post graduation

New Addition: Owing to the transactional expense of lodging shares to graduates and faculty members GCAS will be asking those who qualify and seek stock shares of ownership in GCAS College Dublin Limited to pay the fee of lodgement which is a fee of 25€.

Table of Contents

[Introduction](#)

[0.1 Overview](#)

[0.1.1 GCAS's Philosophy](#)

[0.1.2 Our Mission, Vision, and Values](#)

[0.1.3 Accreditation](#)

[0.1.4 Leadership Team](#)

[0.1.5 Magazine/Journal](#)

[0.1.6 E-School](#)

[0.2 General Information: The Graduate College](#)

[0.3 Faculty](#)

[Section 1](#)

[Student Community Life & Responsibilities](#)

[1.1 Student's Agreement & Understanding the Handbook](#)

[1.2 The GCAS Code of Trust and Pledge](#)

[1.3 Student Expectations](#)

[1.3.1 Residential Expectations](#)

[1.4 Admissions](#)

[1.4.1 Application Review](#)

[1.5 Student Agreements](#)

[1.5.1 Medical Reporting for Absences](#)

[1.5.2 Participating in the GCAS College E-School](#)

[1.6 GCAS Nomadic Learning: "The World is our Classroom"](#)

[1.6.1 GCAS Annual Institutes & Conferences](#)

[1.6.2 Previous GCAS Institutes & Conferences](#)

[1.6.3 GCAS College Events & Liabilities](#)

[1.7 Authorisation of Use of the Class Session Recordings](#)

[1.8 Transferring Into and From GCAS College](#)

[Dublin](#)

[1.8.1 Credit Recognitions for Alternative Learning Experiences](#)

[1.9 Student Intellectual Property Policy](#)

[1.10 Dual Enrolment Policy](#)

[1.11 International Students](#)

[1.11.1 English Language Requirements](#)

[1.11.2 Requirements for Visa](#)

[1.12 GCAS Researcher's Platform](#)

[1.13 Advanced Independent Research](#)

[Section 2](#)

[General Academic Policies](#)

[2.1 Introduction](#)

[2.2 Plagiarism Policy](#)

[2.3 Academic Supervising](#)

[2.3.1 Changing Academic Supervisors](#)

[2.4 Attendance and Absence Policy](#)

[2.5 Email and Communication Policy](#)

[2.6 Internet Policy](#)

[2.6.1 Minimum Speed Required to Qualify to Be a Student at GCAS College Dublin:](#)

[2.7 Important Terminology](#)

[2.8 Withdrawing from A Course](#)

[2.9 Disciplinary Policy](#)

[2.10 A Suspected Violation Hearing](#)

[2.11 Leave of Absence and/or Pause in Degree Programme](#)

[2.12 Re-Matriculation in GCAS](#)

[Section 3](#)

[GCAS College Economy](#)

[3.1 Introduction](#)

[3.2 Student Loan Deferment](#)

[3.3 Financial Aid](#)

[3.3.1 The Warren T. Davis, Jr Scholarship](#)

[3.4 Additional Fees](#)

[3.4.1 GCAS Additional & Supervision Fees Summary](#)

[3.4.2 Continuation Fees](#)

[3.4.3 Additional Supervision Fees](#)

[Section 4](#)

[BA and MA degree programmes](#)

[4.1 Introduction](#)

[4.2 Bachelor of Interdisciplinary Studies \(BA-IS\)](#)

[4.3 Masters of Arts Degree programmes \(MA\) Details](#)

[4.3.1 Supervised Guided Research and Independent Study Courses](#)

[4.3.2 The Masters Comprehensive Examination \(MCE\)](#)

[4.3.3 MA Thesis Minimum Requirements](#)

[4.3.4 Master's Thesis General Format](#)

[4.3.4 Master's Thesis Defense Examination](#)

[4.4 Thesis Publication in GCAS Library](#)

[4.5 Tuition Details for Extra Academic Time](#)

[4.6 Full Time & Part Time Enrollment](#)

[4.6.1 Part Time Enrollment](#)

[4.7 Encouraged to Maintain Research Journals](#)

[Section 5](#)

[Post-Graduate programmes](#)

[Doctor of Philosophy \(PhD\)](#)

[5.1 Introduction](#)

[5.2 PhD Dissertation](#)

[5.2.1 General Format](#)

[5.2.2 PhD Dissertation Defense](#)

[5.2.3 Submitting the PhD Dissertation](#)

[5.3 Thesis Publication in GCAS Library](#)

[5.4 Doctoral Candidates Holding a Prior Doctorate \(PhD or Equivalent\)](#)

[At GCAS, the doctoral degree is governed by formal academic standards, residency expectations, and EU accreditation requirements that ensure the integrity and international credibility of the qualification. While we welcome accomplished scholars who](#)

[already hold doctoral degrees, prior academic attainment does not supersede or replace the structural requirements of the GCAS PhD. The GCAS doctorate is not a mechanism for expedited credentialing but a regulated academic program subject to compliance, documented supervision, and minimum residency thresholds. The following policy affirms GCAS's commitment to maintaining rigorous standards, protecting against perceptions of accelerated degree pathways, and ensuring that every GCAS PhD awarded reflects full adherence to EU-accredited program requirements.](#)

[5.4.1 Applicability](#)

[This policy applies to individuals who enroll in a GCAS PhD program while already holding an earned doctorate \(PhD or equivalent\). GCAS recognizes the advanced scholarly standing of such candidates while maintaining the academic integrity, EU accreditation standards, and institutional reputation of its doctoral programs.](#)

[Possession of a prior doctorate does not waive or reduce the formal requirements of the GCAS PhD program. All enrolled doctoral candidates are subject to the same structural and academic standards.](#)

[5.4.2 Mandatory Completion of Year 1 Requirements](#)

[All PhD student-researchers, including those who already hold a doctorate, must complete Year 1 requirements without exception.](#)

[Year 1 requirements include, but are not limited to:](#)

[– Formal supervision meetings and documented engagement](#)

[– Required seminars or coursework](#)

[– Submission and approval of the research proposal](#)

[– Completion of methodological training](#)

[– Institutional compliance requirements, including ethics or IRB approval where applicable](#)

[No candidate may proceed to a defense timeline discussion until all Year 1 requirements have been formally completed and approved. There are no exemptions from Year 1 requirements based on prior degrees, academic rank, or professional standing.](#)

[5.4.3 Minimum Residency and Defense Timeline](#)

[Upon successful completion of Year 1 requirements, candidates who already hold a doctorate may formally request to discuss a defense timeline with their Supervisor and the Doctoral Committee.](#)

[The minimum timeline for defense eligibility for candidates who already hold a PhD or Doctorate is 24 months \(two years\) in residence from the official start date of enrollment in the GCAS PhD program.](#)

[“In residence” refers to active enrollment, sustained supervision, and documented academic engagement within the GCAS doctoral framework.](#)

[No defense may occur prior to the completion of 24 months in residence, regardless of prior academic qualifications.](#)

[5.4.4 EU-Accredited Diploma Issuance Timeline](#)

[In all cases, including candidates who already hold a doctorate, the EU-accredited GCAS doctoral diploma may not be issued before 36 months \(three years\) from the official start date of enrollment.](#)

[This requirement reflects EU accreditation standards and cannot be waived under any circumstances.](#)

[A candidate may defend at the 24-month minimum, if approved and in compliance, but the issuance of the EU-accredited diploma remains bound by the 36-month requirement.](#)

[5.4.5 Institutional Standards and Authority](#)

[GCAS maintains a commitment to rigorous scholarship, transparent timelines, protection against perceptions of accelerated or compromised degrees, and full alignment with EU accreditation standards. This policy ensures](#)

[that all GCAS PhD degrees retain their academic credibility and institutional value.](#)

[All interpretive questions regarding this policy are subject to review by the Chancellor and the Doctoral Committee. Minimum residency and EU diploma issuance timelines are not subject to waiver.](#)

[5.5 Graduation](#)

[5.6 PhD Research beyond three \(3\) years](#)

[5.7 An Academic Year](#)

[5.8 Leave of Absence](#)

[5.8.1 Re-Entry into the programmes](#)

[5.9 Re-Applying to the programmes](#)

[5.10 Dual Enrollment](#)

[5.11 Teaching in the GCAS College Dublin Undergraduate College](#)

[Section 7](#)

[GCAS College Policies](#)

[7.1 Introduction](#)

[1. Introduction](#)

[2. Data Controller](#)

[3. Legal Basis for Processing](#)

[4. Categories of Data Collected](#)

[5. Data Retention and Deletion](#)

[6. Student Rights under GDPR](#)

[7. Data Sharing and Transfers](#)

[8. Security](#)

[9. Contact Information](#)

[7.4 Equal Employment and Learning Opportunity Policy](#)

[7.5 GCAS Refund Policy](#)

[7.6 Definition of Discrimination](#)

[7.7 Prevention of Bullying and Harassment at GCAS College Dublin](#)

[7.7.1 Statement of Policy](#)

[7.7.2 Key Principles](#)

[7.7.3 Bullying](#)

[Purpose](#)

[Scope](#)

[Policy Statement](#)

[Privacy Options](#)

[Accessibility and Special Circumstances](#)

[Data Protection and Storage](#)

[Policy 7.9 – GCAS Policy on the Use of Artificial Intelligence \(AI\) in Academic Writing](#)

[The Global Centre for Advanced Studies \(GCAS\) is committed to preserving the highest standards of academic integrity, originality, and genuine scholarly inquiry. This policy outlines the expectations for all academic writing submitted at GCAS, including essays, research papers, theses, and dissertations.](#)

[Policy 7.10 – Assumption of Risk and Liability Waiver](#)

[Purpose](#)

[Scope](#)

[Policy Statement](#)

[Legal Framework](#)

[Waiver of Liability](#)

[Personal Responsibility](#)

[APPENDIX 1](#)

[Procedure](#)

[Informal Resolution](#)

[Formal Resolution](#)

[Appeals](#)

[Records](#)

[APPENDIX 2](#)

[Strategy on Disabilities](#)

[GCAS Policy Concerning Disability and Academic Accommodation](#)



Jamieson Webster, Ph.D. teaching in Belfast May 2022

© GCAS College Dublin, Ltd. 2025

All Rights Reserved

Introduction

0.1 Overview

It is our pleasure to introduce GCAS College Dublin, Ltd. (henceforth “GCAS College”) *The Graduate College* to you. We are committed to providing you with the resources necessary to support and encourage your research findings. Although GCAS has one of the best faculties available in the fields of philosophy, art performance, psychoanalysis, theology, politics, and other fields, it is up to the student to decide if GCAS is the best fit for their research aims and objectives. All students (“researchers”) who are enrolled in our Graduate College are expected to understand and comply with the student handbook. Should you have any questions you may contact the Chancellor.

GCAS College is co-owned and operated by our Board of Trustees, Faculty, Staff and like minded supporters.

GCAS College Dublin is a new college offering BA, MA, and PhD degrees online and at times in-person settings and through our publicly available programmes in our [ESchool](#). We are committed to debt-free high-quality education in an ecologically, collaborative and economically sustainable way. Our programmes seek to empower students with the capacity to earn tokens pursuing rigorous degrees, while simultaneously discovering and applying new solutions to our most vexing global problems.

GCAS holds in residence seminars for short periods of time in different locations. We’ve held seminars, for example in Havana, Cuba; Berlin; Prague; Athens; Maribor, Slovenia; Paris; New York; Cincinnati, Ohio; Grand Rapids, Michigan; Mexico City; and Bogotá Colombia, to name a few.

We primarily teach online, but also hold residential seminars throughout the year in various locations as mentioned above. We are currently working on establishing permanent teaching venues, but this is a process and takes time.

0.1.1 [GCAS's Philosophy](#)

0.1.2 [Our Mission, Vision, and Values](#)

0.1.3 Accreditation

GCAS College offers several accredited degree programmes in the European Union including:

- [Ph.D. in the Humanities and Social Sciences](#) (accredited)
- [Ph.D. in the Natural Sciences](#) (accredited)
- [MA in Philosophy](#) (accredited)
- [MA in Psychoanalysis](#) (accredited)
- [MA in Theology](#) (accredited)
- [MA in Politics](#) (accredited)
- Master of Laws LL.M. (accredited)
- MBA (accredited)
- [BA in Interdisciplinary Studies](#) (accredited)

Our accredited programmes are authorised through our partnership with Woolf University.

0.1.4 [Leadership Team](#)

GCAS College is owned and operated by faculty, staff, likeminded investors and graduates of GCAS College.

[Board of Trustees](#)

Academic Council

Quality Assurance Commission

Ethics Committee

0.1.5 Magazine/Journal

We also publish an online magazine and peer-reviewed academic journal, [The GCAS Review](#). As far as we know this journal is the first of its kind to be run on our “crypto-ecosystem.”

0.1.6 E-School

Our [E-School platform](#) houses our public e-school offerings including one-off courses certificate programmes. We offer live seminars in our E-School, which allows anyone in the world with an Internet connection to participate in the learning and intellectual growth process.



0.2 General Information: The Graduate College

GCAS's mission is high-quality, debt-free education that provides the resources for creative and new research that is not possible in a traditional university setting. We believe that education is inherently an intersubjective experience that requires sharing ideas openly, proposing and establishing new and bold lines of thinking and actions in rigorous scientific ways. Thus, what is essential to our academic community is respecting fellow researchers' different and sometimes challenging lines of thinking, performance and action. The heart of what we do is establish and maintain an open, inclusive and challenging environment within which to develop ideas and research. At no time should differences be resolved in any physical or violent ways, but rather through open and respectful dialogue.

GCAS provides an alternative to traditional academia by providing support that allows researchers to do serious scientific and interdisciplinary research in contrast to the traditional model of higher education premised upon student debt, profit-making, and research that too often fails to address the most vexing issues confronting our planet's survivability and human flourishing.

GCAS believes that a researcher/student has a responsibility to the public good through rigorous academic and honest research.

Our BA, MA and Ph.D programmes provide students with the opportunity to conduct serious and sustained scientific research in partnership with our faculty and academic community.

0.3 Faculty

GCAS College Dublin was founded by 10 faculty members and The Board of Trustees. Importantly, GCAS College is owned by the faculty and graduates who share ownership together. The model of ownership is designed to ensure that the modes of educational production, i.e., teaching, research, curriculum design, governance and publishing, are controlled by the faculty and likeminded supporters. When a student is accepted into our College they will be trained and supported by the faculty and staff with the intent to invite the student into the ownership community of GCAS College Dublin once they graduate. Graduates of GCAS will be given the opportunity to procure stock shares in GCAS College.

[LINK: The Global Centre for Advanced Studies original faculty and affiliates page.](#)

This Handbook is divided into the following five sections:

Section 1

Student Community Life & Responsibilities

Section 2

Academic Policies

Section 3

GCAS College Economy

Section 4

Post-Graduate programmes (MA & PhD)

Undergraduate programme (BA)

Section 5

Academic Community Policies

Section 1

Student Community Life & Responsibilities

1.1 Student's Agreement & Understanding the Handbook

This is the GCAS College Handbook for enrolled students in The Undergraduate and Graduate Colleges. Students are expected to read and understand the policies and regulations found within this Handbook. All enrolled students in The Graduate College agree with the policies and regulations herein by virtue of being a student. Students are expected to keep apprised of any and all changes to the Handbook.



Out of Ashes, a New Light

1.2 The GCAS Code of Trust and Pledge

Being a student-researcher at GCAS College Dublin is at the same time belonging to our academic community. Our academic community requires that all members always act in the most esteemed ethical ways possible. This is because if and when a student graduates from GCAS College Dublin, the faculty and Alumni may invite them to become co-owners of GCAS College Dublin and one of the founding ethical values that grounds our community is being able to trust each other. We trust that we are creating a different kind of Higher Educational Institution, one that is not concerned with material gain, but rather making a difference first and foremost in the lives of the younger generation and for the future flourishing of all living beings in our world.

To instill this trust GCAS College Dublin has implemented a *Code of Trust and Pledge*. All students and members of our community (College) must sign and agree to abide by our *Code of Trust*. You may download the Code of Trust & Pledge via this [LINK](#). Once you sign it please email this form to <contact@gcas.ie>

1.3 Student Expectations

A student in the BA, MA or PhD programmes is a member of a high-quality academic community within the College.

Should a student not live up to our world-class reputation by adverse activities such as lying, cheating, or harming others in our community or others outside our community then they will be warned about their behaviour and how it affects others.

Should such warnings not stop the disrespectful behaviour in question then the student may be placed on probation or could even be removed from the community.

1.3.1 Residential Expectations

At this time, GCAS College Dublin's plan is to establish a campus presence in the future. However, our campus implementation plan will begin modestly. All of our courses and meetings will be held online unless otherwise stated.

1.4 Admissions

Read Before you Apply

GCAS is an accredited institution of higher education in the European Union via our partnership with Woolf University. As we expand our accredited programmes, please be aware that most but not all degree programmes are accredited at this time. If you have a question about this please ask us.

Since 2013, GCAS has had students or researchers from all over the world taking non-accredited seminars, so we advise you in the meantime to check with your country's Ministry or Department of Education to see how coursework and/or a degree from GCAS College Dublin and/or GCAS/Woolf University would be recognised.

To be considered for admission into GCAS College as prospective student must complete the application process. This process unfolds through Phase 1 and Phase 2. Information about these phases can be found on our respective degree programme webpages:

[BA in Interdisciplinary Studies](#)

[MA in Philosophy](#)

[MA in Psychoanalysis](#)

[MA in Theology](#)

[MA in Politics](#)

[MBA](#)

[PhD in the Humanities and Social Sciences](#)

[PhD in the Natural Sciences](#)

Prerequisites for acceptance

Our researchers come from some of the best academic institutions in the world, including:

- Johns Hopkins University
- Columbia University
- London School of Economics
- Swarthmore
- Yale University
- New York University
- Cambridge
- Oxford
- Case Western Reserve University

However, as a research institute and college that is challenging traditional academia, we attract applicants who bring diverse backgrounds, experiences, and fresh perspectives to the conversation and research. If you are passionate about learning new research skills and want to help re-shape the future of learning, then we invite you to join our intellectual community by applying. To help us accomplish our goal of truly accessible education, the application does not have a fee.

Our degree programmes are rigorous and applicants must possess the qualifications to be considered for acceptance.

Tuition for our BA programme is 3,500€ per year and in the case of the MA & PhD programmes: 6,000€ per year with nearly 100% financial aid packages offered to all Researchers/Students who are accepted. More specifically, GCAS's financial aid packages come in the form of tuition reduction.

1.4.1 Application Review

All applications are reviewed by our Admissions Committee chaired by a GCAS Faculty member.

Acceptance is highly selective for all our degree programmes.

Part of our assessment criteria is to ensure GCAS has the capacity and resources to fully support the applicant's research proposal.

1.5 Student Agreements

After a student is officially selected by our Admissions Committee the Admissions Department will inform the applicant by posting or emailing the applicant with an official acceptance letter. *However, note that only when all documentation, such as official transcripts, are received will the applicant be fully matriculated into our programmes.*

Students who accept the terms of the GCAS College acceptance letter secure their place in the next cohort.

1.5.1 Medical Reporting for Absences

It is required that a student report extended absences from required meetings and/or seminar attendance owing to medical issues. It is not required to report medical data. Instead, a certified physician or medical professional should notify GCAS College Dublin that said student is unable to attend required meetings because of medical reasons.

[LINK: Medical Report Form](#) (to be completed by a certified health care professional)

1.5.2 Participating in the GCAS College E-School

All enrolled degree students at GCAS have full access to all programmes, seminars, certificate programmes, and lectures hosted by the GCAS College E-School. The student's participation in the E-School assumes they agree with the policies found in the [GCAS College E-School Handbook](#).

1.6 GCAS Nomadic Learning: “The World is our Classroom”

From the first inception of The Global Center for Advanced Studies (GCAS) we have created new and innovative spaces of learning and applied creative and critical thinking. To this end we have occupied dozens of spaces around the world from the Centre Pompidou in Paris, to a museum in Berlin, *The Brooklyn Commons* in New York City, to *The Martin Luther King, Jr Centre* in Havana, Cuba to name only a few. It is our fundamental belief and strategy that thinking and action are grounded to geography and the local efforts to seek truth in research.

In this way, GCAS College Dublin seeks to continue expanding this nomadic strategy between the global and the local and the actual and virtual (online): between Dublin, Ireland and other places and locations around the world.

We do everything we can to provide these seminars to the public, given our resources, in a live and interactive fashion. When you enroll as a GCAS researcher in a degree programme you will have full access to all our global and local seminars; indeed we encourage all GCAS researchers and students to actively participate and organise such events.

1.6.1 GCAS Annual Institutes & Conferences

GCAS College & The Global Center for Advanced Studies (GCAS) is committed to providing the public with intellectually rich and accurate information through the

presentation of research findings. To this end, we organise and host Summer Institutes and Conferences based around various and important topics.

1.6.2 Previous GCAS Institutes & Conferences

- 1st Annual, “Badiou on Badiou” July 2014
- 2nd, “Democracy Rising” Athens, Greece July 2015
- 3rd, “Democracy Rising” Philadelphia June 2016
- 4th, “Practicing Intellectual Resistance” Maribor, Slovenia July 2017
- 5th, “Aesthetic Resistance & Performance: Philosophy, Fascism, Democracy” Saint-Erme-Outre-et-Ramecourt, France June 2018
- 6th, “Philosophy as a Mode of Production” (France) June 2019
- 7th, “Aesthetics and the Political” Mexico City, Mexico Oct 2021
- GCAS Belfast Event 2022
- 8th, “Transgressive Thought and the Counterfeits of Creativity” Prague June 2023
- 9th, “GCAS Paris Week” May 2024
- 10th “GCAS Paris Week” May 2025



the Global
Center for
Advanced
Studies

Events, Conferences, & Seminars

Year	Place	Title	Speakers
2014	GCAS Online	"Crisis in Higher Education"	Andrew Ross & Jack Halberstam
2014	Uni of Cincinnati	"Parallax Future(s) in Art and Design, Ideology, and Philosophy."	Slavoj Zizek, Creston Davis, Adrian Parr
2014	Grand Rapids, Michigan	"Badiou on Badiou"	Alain Badiou, Azfar Hussain, Creston Davis
2014	Centre Pompidou, Paris	"We Have Never Been Queer"	Jack Halberstam & Paul B. Preciado
2014	GCAS Online	"Speaking of the Subaltern"	Gayatri Chakravorty Spivak
2014	GCAS Online	"Deleuze Series"	Dorothea Olkowski, Daniel Smith
2014	GCAS Online	"Badiou Series"	Alain Badiou & Daniel Tutt
2014	GCAS Online	"Technology & Subjectivity"	Claudia Landolfi w/ Franco 'Bifo' Berardi
2014	GCAS Online	"Tragedy's Philosophy"	Simon Critchley & Shannon Hoff
2014	GCAS Online	"Critical Theory After the Death of God"	John D. Caputo, Pete Rollins, Clayton Crockett, Jeff Robbins
2014	GCAS Online	"Critical Theory of Technology"	Darrell Arnold & Andrew Feenberg
2014	GCAS Online	"Philosophy & the Political"	Michael Hardt, Antonio Negri, Santiago Zabala, Lori Marso etc.
2014	GCAS Online	"Is Theology Dead?"	William Desmond, Richard Kearney,
2015	GCAS Online	"Deconstruction Series I"	Jean-Luc Nancy & Giovanni Tusa
2015	Uni of Athens	"Democracy Rising"	Tariq Ali, Astra Taylor, Zoi Konstantopoulou, Costas Lapavistas etc.
2015	GCAS Online	"Deleuze Series II"	Keith Faulkner
2015	Berlin	"Inquiry in Berlin Seminar"	Kristopher Holland, Rebecca Weisman and Giovanni Tusa
2015	Brooklyn	"Democracy Rising Workshop"	Oliver Stone, Chris Hedges, Richard Wolff
2016	Uni of Pennsylvania	"Democracy Rising Philadelphia"	Chris Hedges
2016	Madrid, Spain	GCAS presents @ Podemos University	Creston Davis, Giovanni Tusa, Winnie Wong etc.
2016	Maribor, Slovenia	"Deconstruction Series II"	Jean-Luc Nancy & Giovanni Tusa
2016	Paris, France	"GCAS Luce Irigaray Seminar"	Luce Irigaray
2017	Maribor, Slovenia	"Practicing Intellectual Resistance"	Lewis Gordon, Adrian Parr, Tere Vadén, Ward Blanton, Rocco Gangle, Clayton Crockett
2017	Havana, Cuba	"Cuba and Revolution"	Cory Walker
2018	Saint-Erme, France	"Aesthetic Resistance: Fascism & Philosophy"	Lewis Gordon, Erik Bordeleau, Julie Reshe, Samantha Kostmayer, Margaret Young
2018	GCAS Online	BDSM/Philosophy	Julie Reshe, Ekaterina Filippova, Maria Beatty
2019	France	"Art Seminar" Paris, France	Bracha L. Ettinger
2019	France	6th Annual GCAS Summer Institute & Conference	Lewis Gordon, Rocky Gangle, Alexandra Gabbard, Creston Davis
2020	GCAS Online	"Theory of the Subject" Winter GCAS MA/PhD Seminar	Daniel Tutt and Nina Power,
2020	GCAS Online	"Subjectivity Series" Spring GCAS MA/PhD Seminar	Kenneth Rienhard, Nina Power, Kevin Boileau, Rocky Gangle
2020	GCAS Santa Barbara	"Network Music: Presence Engineering"	Kenneth Fields, PhD

© GCAS College Dublin, Ltd. 2025

All Rights Reserved

1.6.3 GCAS College Events & Liabilities

All students, faculty, and attendees who attend any and all GCAS College events in person must first sign a Liability Release Form in order to attend any GCAS event. This form can be found via this [LINK](#). Of additional importance, note that all attendees (students, researchers, faculty members, or anyone else attending) will commit to non-violent and respectful means of exchange and will vow to never resort to physical means to resolve differences of opinions including violent physical means. If physical violence is used the perpetrator(s) may be dismissed from GCAS College.

1.7 Authorisation of Use of the Class Session Recordings

Participants in any live online course agree to give their permission to record the live lecture and authorise GCAS College Dublin to distribute the live lecture. The participant's image, chats, or voice may be recorded in the live lecture or event, which the participant by the act of participating gives GCAS College Dublin the right to distribute. GCAS College Dublin will not use the participants' image, voice, or chats in the live recording for any other reasons other than to distribute educational content, i.e., the live lecture or event recording. This may include posting the recording on GCAS's Youtube channel, social media, website and other venues.

1.8 Transferring Into and From GCAS College Dublin

Owing to GCAS College Dublin's Curriculum design students who transfer into The Graduate School of GCAS College Dublin from other institutions of higher education may transfer previously awarded credit received from another institution of higher education so long as that institution is accredited and your transfer is authorised by the GCAS Chancellor. Transfer students must apply for credit approval through the Admissions

Office. You may contact the Admission's Office [via this LINK](#). A form for applying for recognised transfer credit is available by requesting this form from the Admissions office.

1.8.1 Credit Recognitions for Alternative Learning Experiences

GCAS College Dublin has a process by which we recognise alternative learning experiences including employment and other relevant experiences, and can grant credit hours for such experiences provided that documentation is provided. A form for applying for alternative learning experience credit is available by requesting this form from the [Admissions Office](#).

1.9 Student Intellectual Property Policy

GCAS College is committed to a collective process of learning including working with students who develop new and innovative projects, enterprises and ideas that may need protection in the form of controlling intellectual property. *For a copy of GCAS's intellectual property policy please email admissions <admissions@gcas.ie>.*

1.10 Dual Enrolment Policy

It is not the normal practice of GCAS College Dublin to accept a student who is also enrolled as a student in another university or institution of higher education. However, in exceptional cases, an applicant may request the Applications Committee to consider acceptance to a PhD or MA programme as a "Dual Enrolled" student.

Students who are accepted as a "Dual Enrolled" student by GCAS College Dublin must ensure strict compliance to the following policies:

1. The student discloses the full details of their enrollment in a different institution of higher education including:
 - a. Name of Institution
 - b. Programmes
 - c. Full-Time or Part-time enrollment
 - d. Expected graduation schedule
2. The student agrees to disclose the Master's Thesis (or similar) to the student's assigned supervisor and committee, whichever applies. This is to assure quality and to prevent double reward for the same research and writing content. This is also to assure original research is produced by the student at GCAS College Dublin, which is a core principle for GCAS.
3. The student agrees that their research work at GCAS College Dublin is distinct from their research at the other university or institution of higher education.
4. Generally, the student at GCAS College Dublin, can creatively re-use up to 20% of their research content work produced at the other university or institution of higher education so long as that recycled work is properly cited or otherwise acknowledged.

1.11 International Students

1.11.1 English Language Requirements

Applicants whose first language is not English and who are from a country in which English is not the predominant spoken or written language, must demonstrate evidence of their proficiency in English and language skills.

Demonstrating evidence of the applicant's proficiency in English is required via one of the following criteria:

- Completed a minimum of one year education in a country that GCAS College Dublin considers to be 'predominantly English speaking', within the previous eighteen (18) months before applying.
- Work experience of at least eighteen (18) months in a country that GCAS College Dublin considers to be 'predominantly English speaking' within the previous eighteen (18) months before applying.
- Obtain a sufficiently high enough qualification score on one of the following qualification examinations. The examination results must be certified and dated no more than twenty-four (24) months prior to applying to GCAS College Dublin.
- If the applicant whose first language is not English has been awarded a degree from an accredited institution of higher education that was taught in English may be eligible to be considered proficient enough to be admitted.

Be advised that the applicant may still be required to demonstrate proficient English Language skills qualifications under some circumstances.

- IELTS: Grade 6.5 overall
- TOEFL: 88 Internet-based, 570 paper-based, 230 computer-based. The test taken here should be TOEFL IBT
- University of Cambridge:
 - Proficiency Certificate, Grade C or better (CEFR Level C1 or C2)
 - Advanced Certificate, Grade C or better (CEFR Level C1 or C2)
- Pearson Test of English (Academic) - PTE Academic: a minimum score of 63 to be eligible (with no section score below 59)

Note that test scores are only valid for two years prior to applying to GCAS College Dublin.

For further details on these English Language Proficiency Tests, please contact the appropriate organisation directly.

- www.ets.org/toefl
- www.ielts.org
- www.cambridgeesol.org/exams

- www.tcd.ie/slscs/english/pmpp.php

1.11.2 Requirements for Visa

The Foreign Affairs Department of the Irish government is the granting authority for visas to citizens of countries who plan travels to Ireland. However, because we offer courses online and in low-residential ways, a student shouldn't expect visa backing from GCAS College Dublin. For more information about student visas and requirements you must consult the Department of Foreign Affairs website visa section via this [LINK](#).

GCAS College Dublin does not take part in the processing of or granting visas.

1.12 GCAS Researcher's Platform

GCAS provides each Student or Researcher with their own "Researchers Platform".

A Researchers Platform is a secure space in which all the students' requirements are located and where they can easily communicate with their assigned Academic Supervisor.

1.13 Advanced Independent Research

All student-researchers have the option of conducting independent research under faculty supervision, provided that the research aims and objectives are not satisfied through the courses/seminars that GCAS is currently offering in the current term (i.e., fall, winter, spring, summer).

Student-researchers must have a faculty member agree to work with them and both parties (i.e., student-researcher and faculty-researcher) must agree on the terms and conditions of the advanced independent study.

Advanced independent study for the MA researcher is designed by the student-faculty member and approved by the Registrar.

Credit for all advanced independent studies must be agreed upon by both parties and approved by the supervisor before the study commences.

Section 2

General Academic Policies

2.1 Introduction

This following section addresses policies pertaining to all academic activities. Should you have any questions about any of these activities please contact the Registrar or the Chancellor.



2.2 Plagiarism Policy

Plagiarism is the act or instance of using or closely imitating the language and thoughts of another author without authorisation or the presentation of that author's work as one's own, such as by not crediting the original author.

GCAS most fundamentally is a place in which bold and new research is encouraged, as well as the creation of new thinking paradigms, which can be developed and distributed. Plagiarism is the act of "unthinking" and a form of intellectual dishonesty and is the opposite of boldly committing oneself to the creation of new insights and research methods and ideas.

Thus, GCAS strongly condemns any acts of plagiarism unless those acts are shown to be an artistic or performative act, in which case, a faculty member of GCAS must be informed of this intent, and the project must be approved before submission.

Intellectual honesty and creativity are expected.

2.3 Academic Supervising

All students are initially assigned an Academic Supervisor. The student's Academic Supervisor will ensure the student understands the academic expectations and policies through the initial advisory meeting held during 1st Year Student Orientation or initial meeting with the assigned supervisor. Students should meet with their supervisor about once a month.

2.3.1 Changing Academic Supervisors

After the first term, the student may wish to change their Academic Supervisor. To do this the Student should email the Chancellor or Registrar.

The student will be informed of their new Academic Supervisor.

2.4 Attendance and Absence Policy

In order to be a successful student at GCAS College Dublin, a student must attend:

- Lectures
- Classes
- Monthly peer group meet-ups
- Monthly academic supervision meetings
- Other events as required

Failure to be present at required classes will severely hinder a student's success at GCAS College Dublin and may lead to adverse consequences, including academic probation and even dismissal from GCAS College Dublin.

All of our courses are taught online and most of those courses are live. When a class is "live" this means that our courses happen in real time. We believe a live course offers qualitative aspects to the learning environment that offline courses do not possess.

A student may access the live course via a link that can be found in the E-School within the current module assigned for that day within the overall structure of the course.

If you would like to familiarise yourself with our platform the student may do this in several different ways:

1. They may watch the tutorial video .
2. They may ask for help via our Registrar
3. They may attend one of several Student Orientation E-Meetings.

Although our courses are live and in real-time, we understand that some students may not be able to attend.

Our policy for attending live seminar courses is as follows:

We strongly encourage all students to attend the live (real-time) and interactive course via the e-link within the course. However, we understand that owing to time zone differences, this may not always be possible. If the course is happening live between 8

a.m. and 8 p.m., within your local time zone, we do expect the student to attend the live course.

We understand that there are other circumstances which may prevent the student from attending the live course online such as illness and personal reasons from time to time.

Our policy is that the student may miss up to 2 live class sessions within one course when that course begins or ends between 8 a.m. and 8 p.m. within their local timezone without penalty.

If a student is absent the student is responsible for making that absence up by posting a 250 word response to the lecture within three (3) days after the recording of the live lecture is posted. Failure to post a 150 word response within three (3) days after the recording is posted in the E-School will result in an absence.

If a student attends a live class session but leaves the online platform too prematurely they will be marked absent. This normally means they miss more than 20% of the live classroom. For example, if a class starts at 1 p.m. and lasts for 1 hour and a student joins but then leaves the platform at the 25 minute mark, they will be considered absent unless they inform the professor before the class begins.

A student may inform the professor via email prior to when the class is scheduled to start. However, it is up to the professor to decide if the student is or is not absent from class.

When a student is absent from two (2) or more class sessions they will receive an email communication informing them about the absences and how these absences may adversely affect their performance or grade in the course.

If a student is absent for three (3) class sessions (either live or within the E-School platform, i.e., by failing to write a 250 word response to the recorded live online lecture within 3 days), their final grade for the course will be reduced by 1 unit. For example, this means that if they received the highest grade of a 10 out of 10 but are absent from 3 class sessions they will receive a 9 units out of 10.

See “Grading Scale” Section 6 below.

If a student is absent for four (4) class sessions, their final grade for the course will be reduced by another unit.

If a student is absent for five (5) or more class sessions, they will fail the course.

2.5 Email and Communication Policy

All students of GCAS College Dublin must check their email at least once every three (3) days or twice per week. All students of GCAS College Dublin must agree to this policy.



2.6 Internet Policy

For a student to attend GCAS College Dublin, they must demonstrate that they have the qualifications to attend not just academically, but also in terms of “Internet and computer or smartphone resources”. This includes the Internet Infrastructure and quality access to the required hardware (i.e., a computer, smartphone, etc.).

A student must demonstrate that they have access to the required Internet and computer or smartphone resources by uploading a screenshot of a completed Internet Speed Test via the Application. An Internet Speed Test can be accessed via this [LINK](#).

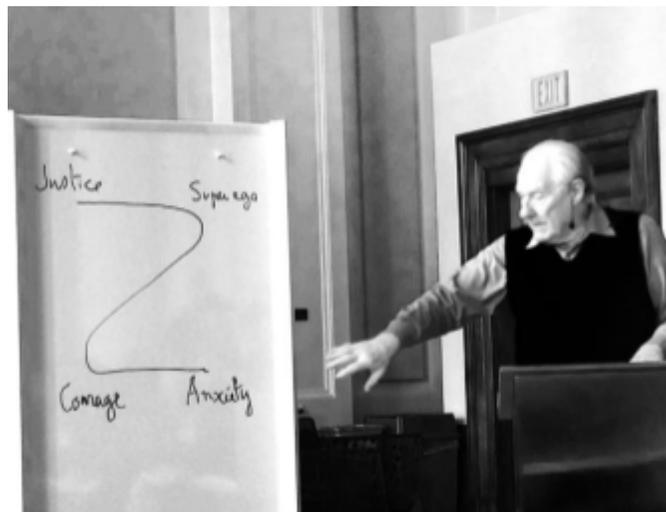
A student must have access to enough Broadband Internet resources in order to qualify to be a student at GCAS College Dublin.

2.6.1 Minimum Speed Required to Qualify to Be a Student at GCAS College Dublin:

Download Upload Speed

2Mbps / 128kbps

In addition, the student must agree that they and they alone are responsible for accessing the minimum upload/download Internet speed. If a student says they have the resources for qualifying to be a GCAS College Student but they do not, in fact, possess these resources, they and they alone are responsible and cannot place that responsibility on GCAS College Dublin.



2.7 Important Terminology

Course: Example - *Course 101*

This is the name of the course you will be taking.

Module: A weekly aspect of the Course

The course is broken down into weekly modules (sections) that normally correspond to one week.

Class Session: A live online lecture and discussion session

This is when the professor and students meet up (within the e-platform) online. Class sessions are live and interactive, which normally are composed of a lecture and a discussion.

Grading Scale

The grading scale is from 1 to 10 with 10 being the highest grade achievable.

10 = The highest grade achievable

9 = Excellent

8 = Very Good

7 = Good

6 = Passable

5 = Failure (but may retake the course)

4 = Failure (but may retake the course)

3 = Failure (may not retake the course)

2 = Failure (may not retake the course)

1 = Failure (may not retake the course)

2.8 Withdrawing from A Course

A student may withdraw from any course at any time; however, there are time periods within the course that have different consequences for withdrawing. The student is responsible for understanding the withdrawing procedure and the consequences of withdrawing from a course.

1. Withdrawing from the course with no consequences:

A student may withdraw from a course without consequences as long as the student applies for withdrawal prior to the 2nd class meeting of the degree programme. The student will not receive a grade or credit for the course.

2. Withdrawing from the course with minimal consequences:

A student may withdraw from the course with minimal consequences as long as the student applies for withdrawal prior to the 4th class meeting of the degree programme. The consequence of withdrawing after the 3rd class is that the student can only claim 50% of the tuition funds. The student will not receive a grade or credit for the course.

3. Withdrawing from the course with critical consequences:

A student may withdraw from the course with critical consequences as long as the student applies for withdrawal prior to the 5th class meeting of the course (i.e., degree programme). The consequence of withdrawing after the 5th class is that the student may not claim tuition reimbursement funds. The student will not receive a grade or credit for the course.

A student who fails to withdraw from a course prior to the 6th class meeting will receive a grade for the course.

2.9 Disciplinary Policy

All GCAS College students are expected to conduct themselves in a respectful and professional manner at all times: on campus, in classrooms, and outside the classrooms.

If students are found to be in violation of GCAS policy and conduct they may face disciplinary action.

There are two kinds of infractions within the GCAS College Community:

1. Violation of Policy
2. Bullying & Harassment

This section pertains to Violation of Policy only. For the Bullying & Harassment policy see below.

Kinds of Disciplinary Action

- Official Reprimand
- Academic Probation
- Temporary Suspension
- Forced Leave of Absence
- Suspension for 1 Year
- Termination
- Termination without the privilege of reapplying

Procedure:

Should a student be suspected of violating a policy or code of GCAS College they will be formally notified by the Dean of Student Affairs via email.

Should a student's suspected act of violation be severe enough to warrant a formal hearing, they will be notified.

At this time, the student can admit they violated a College policy in writing. Once this admittance is received, the Dean of Student Affairs will notify them of the disciplinary action that will be taken against the student, if any. The act of admitting a violation is weighted out in terms of deciding a disciplinary action.

Should the student claim they are innocent of the allegation, they will have a fair chance to defend themselves in an Ethics Committee Violation Hearing.

2.10 A Suspected Violation Hearing

The Ethics Committee (housed within the Academic Council) will oversee the Violation Hearing in which both the accuser and the accused will have a fair chance to present evidence of a violation.

Once the evidence of a suspected violation is presented and the accused has had time to defend themselves against all claims, the Ethics Committee will assess the evidence and the hearing in a fair and objective way.

The Ethics Committee will then make a judgement and recommend a disciplinary action if required.

Appeal:

After the Ethics Committee makes a judgement, the accused may appeal the decision and make a recommendation about the disciplinary action judgement, if necessary.

In the case of an appeal, the Vice-Chancellor or the Chancellor will weigh out the evidence and the Ethics Committee's judgment and make a judgment pertaining to both the violation claim and, if needed, the recommended disciplinary action by the Ethics Committee and, if needed, the accuser's recommendation(s).

The Vice-Chancellor's and/or the Chancellor's judgement will be final.

2.11 Leave of Absence and/or Pause in Degree Programme

A student may apply for a medical leave of absence and/or a pause in their studies via this [FORM](#). The cost of a leave of absence (or Pause) is 500€.

2.12 Re-Matriculation in GCAS

Once a student has officially discontinued their studies in a GCAS degree programme, and wishes to reenter (or re-matriculate) into GCAS College, they can do this by completing and applying for re-matriculation via this [FORM](#).

Once this form is completed, it will be reviewed, and the decision will be communicated to the applicant in a timely manner.

Section 3

GCAS College Economy

3.1 Introduction

GCAS College is committed to our economic model designed to alleviate students from having to go into debt for education. Our model is supported by three commitments:

1. 100% financial aid to all qualified students
2. The GCAS graduation/ownership programme

3.2 Student Loan Deferment

Students enrolled in GCAS College Dublin's The Graduate College are responsible for any prior student loans acquired by the student, including student deferment. Students are strongly encouraged to check with their previous student loan provider regarding loan deferments while attending GCAS College Dublin. GCAS College is not responsible for student loan deferments.

3.3 Financial Aid

100% OF ALL GCAS COLLEGE STUDENTS RECEIVE SOME FINANCIAL AID

GCAS College Dublin is committed to providing the highest quality education at the lowest possible cost. We are equally committed to recruiting the best and most courageous minds to help lead the next generation through very challenging times. This is why we provide all our students with financial support.

There are six (3) ways we help students receive the high quality education that only GCAS College provides.

1. Extremely low tuition for higher quality education.
2. All students receive tuition remission support and some receive 50% and in rare occasions 100% scholarships.
3. Flexible payment schedules.

GCAS College cannot guarantee that your tuition will be free, but if you work hard enough and are persistent, we will work with you to bring your tuition down as much as possible so you can be part of our global academic community.



3.3.1 The Warren T. Davis, Jr Scholarship

GCAS offers a unique scholarship opportunity that provides the recipient with up to 100% tuition remission. This scholarship is set aside for BA, MA and PhD Researchers who are accepted into GCAS.

Warren T. Davis, Jr “Sandy” served his working life as a first responder in the Fire Department of Baltimore County. He served the common good and saved lives throughout his career.



So while professors peddled multiculturalism, feminism, racism, gay and lesbian liberation in the university from the 80s until recently, they were doing so while the university was turned into a profit making corporation, as they passively watched their students become indebted servants to banks. The irony here cannot be missed: while struggling for marginal voices to be heard in public discourse (so essential), professors unwittingly turned their students over to the economic control of banks.

An Alternative is Needed

Debt Free Liberation Education For All

GCAS College Dublin

GCAS.ie



3.4 Additional Fees

Stay on Track, Stay Debt-Free --NO EXTRA FEES IF YOU GRADUATE ON TIME.

Additional Fees to Keep our Debt-Free Tuition Model

At GCAS, our mission is simple yet powerful: provide world-class, accredited degrees without saddling student-researchers with debt. Our programs are carefully designed so that—by following the standard timeline to completion—you can graduate without paying a single euro beyond your tuition. The additional fees listed below apply only in exceptional circumstances, such as extending your studies well beyond the built-in grace period or requesting supervision arrangements outside the standard budget. In other words, by staying engaged, focused, and on schedule, you can complete your degree exactly as planned—with no extra costs and the freedom to move forward in your career debt-free.

To remain true to this mission, we must recover certain extraordinary costs directly from the researchers who incur them. The primary additional costs beyond tuition at GCAS include continuation fees and extraordinary supervision fees. Continuation fees apply when a researcher exceeds the standard program completion time plus the two-month grace period: €250 per month for MA, BA, or PhD programs beyond this limit. Extraordinary supervision fees arise in specific cases: MA researchers who require more than the three months of thesis supervision budgeted by GCAS pay €150 per additional month; PhD researchers who wish to continue supervision during the three non-budgeted months of the year also pay €150 per additional month; and PhD researchers requesting more than one supervisor during Year 2 or Year 3 are responsible for the extra cost, typically €150 per month.

3.4.1 GCAS Additional & Supervision Fees Summary

Fee Type	Applies To	Included in Tuition	When Fees Apply	Monthly Cost
Continuation Fee	MA, BA, PhD	Standard program length + 2-month grace period	After grace period, for each additional month until degree completion	250 Euro
Extraordinary Supervision Fee – MA	MA thesis writing	3 months of supervision after coursework	If supervision exceeds 3 months	150 Euro
Extraordinary Supervision Fee – PhD (extra months)	PhD	9 months of supervision per calendar year	If supervision continues during the 3 non-budgeted months (i.e. during summer break)	150 Euro
Extraordinary Supervision Fee – PhD (additional supervisor)	PhD (Year 2 or 3)	9 months with primary supervisor	For each month with an additional supervisor	150 Euro

3.4.2 Continuation Fees

GCAS provides clearly defined timelines for the completion of each degree program:

- MA programs: 12 months
- BA and PhD programs: 36 months

To support timely completion, a two-month grace period is granted beyond the official program timeline at no additional cost. After this grace period, a monthly continuation fee of €200 will be charged to all enrolled student-researchers who have not yet completed their degree requirements.

For example: If you are enrolled in a 12-month MA program and take 18 months to complete your degree, your two-month grace period covers months 13, 14 and 15. You would then be charged for months 16–18 (3 months × €250), resulting in an €750 continuation fee.

This policy ensures that GCAS can continue to provide academic support, access to resources, and faculty supervision beyond the standard program length.

3.4.3 Additional Supervision Fees

Because GCAS operates on a limited, debt-free tuition budget, we ask student-researchers to cover the costs of extraordinary supervision fees when they arise.

Extraordinary supervision fees occur when a researcher wishes to work with a supervisor who requires additional funding beyond GCAS's standard supervision budget. In such cases, GCAS simply passes on the extra cost directly to the researcher.

For MA researchers, GCAS covers the cost of thesis supervision once the researcher has completed (or is close to completing) their coursework and is ready to begin writing the MA thesis. GCAS budgets three months of supervision for each researcher at this stage, so there is no additional cost for thesis supervision within this time frame. We expect MA theses to be completed within 2–3 months of the writing phase. However, if a student-researcher requires more supervision beyond the initial three months, GCAS asks the researcher to cover the additional cost at a rate of €150 per month.

For PhD researchers, GCAS allocates a significant portion of tuition funds to support your primary supervisor. Supervision for the PhD is budgeted at nine months per calendar year (i.e., an “academic year.”). If you wish to continue supervision during the remaining three months of the year, you are responsible for covering the extra cost at a rate of €150 per month for each additional month of supervision.

In addition, if a PhD researcher wishes to work with more than one supervisor during Year 2 or Year 3 of their studies, the cost of the additional supervision is also passed on to the researcher, typically at a rate of €150 per month.

This policy ensures GCAS can maintain its debt-free tuition model while offering flexibility for researchers who require extended or specialized supervision arrangements.

Of Note: At GCAS, we most often refer to students as “researchers” or “student-researchers,” reflecting our shared commitment—across both faculty and students—to exploring and discovering truths about our world.

Section 4

BA and MA degree programmes

4.1 Introduction

GCAS College is committed to recruiting and training the highest level of academic research. To this end, we have created various BA and post-graduate degree programmes at the Bachelor, Master's and Doctoral level of study. The degree programmes at GCAS includes the following accredited programmes as of 2025:

- [BA in Interdisciplinary Studies](#) (Director: Mario D'Amato)
- [MA in Philosophy](#) (Director: Creston Davis, PhD)
- [MA in Psychoanalysis](#) (Director: Florian Kleinau, PhD)
- [MA in Politics](#) (Director: Asma Abbas, PhD)
- [MA in Theology](#) (Director: Barry Taylor, PhD)
- [MBA](#) (Director: Ewa Lewandowska, PhD Researcher)
- [PhD in the Humanities and Social Sciences](#) (Director: Creston Davis, PhD)
- [PhD in the Natural Sciences Mathematics and Physics](#) (Director: Fernando Tohmé, PhD)

4.2 Bachelor of Interdisciplinary Studies (BA-IS)

Please refer to [this page](#) for information about this programme.

4.3 Masters of Arts Degree programmes (MA) Details

The MA programmes are based on coursework and research and range in length from one to two years. Students are required to complete 90 (ECTS) credit hours, which include:

- Coursework
- Monthly supervision
- MA Thesis peer mentor hours

The MA Thesis length and structure may vary between 20,000 – 40,000 words (excluding bibliography and appendices) and should not exceed 50,000 words. Footnotes & citations normally should not exceed 20% of the Thesis.

Read Before you Apply

GCAS offers EU accredited degree programmes.

The one year MA programme is an intense year of both academic coursework and research. Academic coursework requirements are slightly different for each programme. Students are expected to become familiar with the programme(s) to which they are applying.

The academic year for GCAS College is from October through September.

The student is expected to begin working on their Master's Thesis as soon as possible. Each programme has designated research time for the student through independent and guided research study for which the student can earn credit.

4.3.1 Supervised Guided Research and Independent Study Courses

The core of this programme is guided and supervised individual research from one of GCAS College's faculty members or a qualified expert professor who is from outside GCAS but agrees to the terms and conditions of supervision.

You are required to meet at least once per month with your assigned Academic Supervisor.

When you begin your studies, your assigned Academic Supervisor is the programme director, unless otherwise specified by the Chancellor.

During this supervised meeting the researcher will share their research on the GCAS Research Platform through which research findings can be honed in and articulated with precision. Should a student fail to meet with their Academic Supervisor for these required monthly meetings, the student will not receive credit. Moreover, should it be difficult for the Academic Supervisor to contact the student, there may be a penalty including a fee, as we want to respect each person's time and efforts.

The format for Monthly Supervision is either in person or via our Zoom.us GCAS platform. Students are expected to have good Internet connection so that online meetings are not adversely affected by a weak or compromised Internet connection. Should the student not be able to maintain a strong enough Internet connection, they will need to address this in order to progress through the programmes in a timely manner.

Should a student seek a supervisor outside the core GCAS faculty, they must first arrange for this via the Chancellor, Dr. Creston Davis. Failure to go through Creston Davis can result in adverse conditions for the student. The point here is to arrange your supervisor via Dr. Davis.

There normally will be an extra fee for external supervisors of 100€ per month.

It is advisable to first complete 8 or 9 required courses in your MA programme and agree on the supervisor with the programme director. Once you complete your course work, you will have two months to work with your supervisor that includes writing drafts until your Thesis is defensible. Once your Thesis is defensible (according to the programme director and/or the Academic Supervisor) then you should compose the Thesis Defense

Committee, which must include at least one GCAS core faculty member with your supervisor.

Students are encouraged but not required to take an independent study for 1 of the 10 required courses. Only one independent study is allowed. An independent study costs 300€ and gives the student time to work with and transition to the MA Thesis. The requirements for the independent study are the same as the requirements for one course namely:

- A short 400 word journal like entry
- Another short 400 word journal like entry
- A 10 minute presentation (recorded on one's computer/phone and uploaded into canvas)
- 1,500 word polished essay

However, different requirements may be determined by the Academic Supervisor.

A full time student is reasonably able to complete the MA programme without any additional costs within one year. However, sometimes a student is unable to complete all of the programme requirements within 12 months.

In this case, the student can take 2 months (14 months from matriculation date) for no extra costs apart from 100€ per month for the supervision fee if required. Should a student exceed 14 months they will be charged 200€ per month until the programme is completed.

Here are the different versions of the MA programmes:

Ideal version:

Within 12 months: complete the programme requirements.

Extended version:

13–14th month from matriculation: 100€ fee per month in addition to the original tuition fee if required. This is to cover the cost of supervision.

Extended version up until year 2:

15–24 months: The monthly cost is the total tuition costs divided by 12. So if the tuition fee is 4,500€ per year = 375€ per month after the 14th month.

2 year version:

Tuition fee is per year so if the cost is 4,500€ and it takes 2 years to complete the MA programme, the cost is 9,000€.

Important: A student who agrees to the acceptance offer letter issued by GCAS is expected to complete their financial and academic obligations. Failure to do so not only jeopardises GCAS's community and model, but it will adversely affect the student's financial standing owing to a broken promise.

4.3.2 The Masters Comprehensive Examination (MCE)

Each student will be required to take and successfully pass one examination, the MCE. This examination is a four-hour, written examination. Students can use external materials during this examination, including books, articles, and other materials that the student thinks will assist them in completing the examination.

The Examination Format:

The MCE is an examination. Students must successfully pass this examination to graduate from the programmes. The examination must be proctored by either a GCAS faculty member or an approved proctor by the Chancellor. The examination consists of one or two

questions on the research topic about which the student is actively researching. The student will reply to the question(s) within the four-hour time period provided.

Schedule Your MCE:

You may schedule your MCE via this [LINK](#). Note that you will need to use your @gcas.ie account.

Grading:

Once the four-hour window for replying to the examination questions has lapsed, the document will be closed. The examination will then be graded by two GCAS faculty members (and if required by an external professor outside GCAS College). The examination is graded “Pass” or “Fail”. Should the student fail the examination, they can retake the examination after 30 days. Should the student fail the subsequent (“re-take”) MCE, they will be removed from the programmes.

The student can appeal the grade of the second “re-take” examination only. The appeal is considered by the Academic Council appointed sub-committee composed of three GCAS Faculty members. The judgment of the Academic Council’s sub-committee considering the student’s appeal is final.

4.3.3 MA Thesis Minimum Requirements

The MA Thesis length and structure may vary between 20,000 - 40,000 words (excluding bibliography and appendices) and should not exceed 50,000 words. Footnotes & citations normally should not exceed 20% of the Thesis.

4.3.4 Master’s Thesis General Format

The format of the Thesis is as follows:

Margins: 1 inch on top, bottom, left and right margins

Font: Times New Roman

Font size: 12”

Spacing: Double

Citation Style: The citation style can be one of three: Chicago, MLA, or APA. However, once one style is chosen the manuscript must remain uniform in terms of citation style. In other words, the Master’s Thesis citation style must remain consistent throughout the entire document.

4.3.4 Master’s Thesis Defense Examination

The purpose of the MA Thesis and Thesis Defense Examination is to ensure the GCAS College Dublin’s expectations of our students to produce high level and original research findings with the capacity to defend claims, arguments and intellectual and practical findings.

A student must submit a draft version of the MA Thesis by at least 2 weeks prior to the scheduled defense. If the draft is not sufficient enough, the student’s Academic Supervisor will recommend postponing the MA Defense date. A MA Defense date will be scheduled once the MA Thesis draft is in sufficient enough order (determined by the Academic Supervisor) to merit an MA Defense date.

An MA Defense means that a student presents and “defends” their argument and research. An MA Defense is expected to last about one (1) hour and the time is divided up in the following manner with time markers below being relative:

- 5 minutes: The student is introduced to the MA Defense Committee by the Academic Supervisor.
- 10 minutes: The student summarises their Thesis/Project.
- 20 minutes: The Committee examines the student.
- 5 minutes: The student has the floor to summarise.
- 15 minutes: The Committee meets in private to discuss the grading.
- 5 minutes: The Committee announces the grade to the student.

The MA Thesis Committee is responsible for judging the merits of the MA Thesis on the bases of which they will make the following recommendations:

- A. Pass with Distinction
- B. Pass without Revision
- C. Pass with Minor Revisions
- D. Pass with Major Revisions
- E. Fail (but student can redefend)
- F. Fail (with no further options)

A student cannot appeal the judgment of the MA Defense Committee. Should the student fail, the student can schedule another defense but not before 365 days from the original MA Defense.

In the case of (C) and (D) above, the student will have up to 180 days to address the revisions and resubmit the MA Thesis. Should the committee's finding show that the revisions do not meet the standard, the student will have up to 180 days to remedy the revisions and resubmit a second time. Should the committee's findings show that the second re-submitted revisions still do not meet the standard, the student will fail the MA Defense and can schedule another defense, but not before 365 days after the second re-submitted revisions are found wanting from the committee.

There is no appeal process of the MA Defense Committee's ruling.

4.4 Thesis Publication in GCAS Library

When the student successfully defends their thesis and graduates, they must submit the final version of their thesis in PDF format (in case there are revisions) within 90 days. Once the final version of the thesis has been submitted, it will be uploaded to the GCAS

Library, and the student will decide whether the thesis will be open access or only accessible to GCAS members.

4.5 Tuition Details for Extra Academic Time

Students who are unable to complete the 1 year MA programmes may continue their studies into the next year if needed. In the event that a student needs more time to complete their MA the cost of tuition will be assessed per month at 200€ after a two month grace period (i.e., 12 months + 2 months (grace period)).

4.6 Full Time & Part Time Enrollment

Students in the MA programmes can be enrolled either Full Time or Part Time.

The requirement for full-time student status in the MA programmes is to be enrolled and complete at least 60 (ECTS) credit hours or more per academic year.

The requirement for part-time student status in the MA or PhD programmes is to be enrolled and complete 25–30 credit hours per academic year.



4.6.1 Part Time Enrollment

Owing to the unique nature of GCAS' degree programmes, we are able to offer part time enrollment possibilities.

Part time enrollment means that a student is expected to complete 30 ECTS credits in one academic year.

The earning of credit hours during a part time enrollment programme is agreed upon by both the student (Researcher) and their assigned academic advisor.

Part-time enrollment can thus mean a variety of options including but not limited to:

- Monthly advising
- Peer Group work
- Taking seminar courses

- Language requirements
- Independent Research

In all cases, the cost of part time enrollment is the same cost as a full-time researcher unless otherwise agreed upon by both parties (student-researcher) and faculty advisor with authorisation from the Chancellor's office.

4.7 Encouraged to Maintain Research Journals

All student researchers are encouraged, but not required, to maintain weekly reports/logs pertaining to their research accomplishments during said week.

Each week, a student/researcher is encouraged, but not required, to complete this assignment and store their journals/research logs within their GCAS accounts (in Google Docs documents).

The content of the research log will vary according to different research agenda. However, at least 250 words must be recorded on the weekly log/report that must be submitted. This assignment is not graded.

This log should be created and maintained beyond any specific course or courses in which one is enrolled.

Here is an example of a Research Log/Journal:

[LINK](#)

Section 5

Post-Graduate programmes

Doctor of Philosophy (PhD)

5.1 Introduction

GCAS's Ph.D. programmes strive to be the best research programme of its kind in the world. We are proud of our Ph.D. researchers and the success they have in landing or improving their employment opportunities after graduating from GCAS.

We have two EU Accredited Ph.D. programmes:

The Humanities and Social Sciences

The Natural Sciences

Basic Requirements and Expectations

Both of GCAS's Ph.D. programmes are "research based" programmes. As such there is only one course per year that Ph.D. researchers are required to take. This course is called "Methodologies and Research Techniques" that meets up (required by the researcher to attend) four times per year typically in October, November and February and March.

GCAS PhD programmes are 3 years in length. The first year is devoted to research design and the development of a methodology, a thorough literature review, identifying the research "gap" the problematics, and the evidence that supports a tentative hypothesis.

Year two the Ph.D. researcher is promoted to “Ph.D. Candidate” and is assigned a supervisor who is an expert in the field of research on which Ph.D. The candidate is writing.

You can find detailed information about our PhD programmes via this [LINK](#).

5.2 PhD Dissertation

The PhD Dissertation is the culmination of the highest level of research in culture. It is a scientific document consisting of sustained, rigorous, and coherent research that contributes something original to a field or fields of inquiry.

5.2.1 General Format

The format of the Dissertation is as follows:

Length: The Thesis for the PhD degree is approximately 80,000 words exclusive of footnotes, appendices, and bibliography, but subject to an overall word limit of 100,000 words exclusive of bibliography. The word count may vary depending on the subject and permission from the committee.

Margins: 1.5 inch on top, bottom, left and right margins

Font: Times New Roman

Font size: 12”

Spacing: Double Space

5.2.2 PhD Dissertation Defense

The PhD Dissertation Defense must be scheduled at least 90 days ahead. You may schedule your Dissertation Defense with your Supervisor and Chancellor. Upon approval, your committee will be informed of the scheduled date as soon as possible.

It is required that the PhD Dissertation Defense be defended with all committee members present either in person or via live online “e-meeting”.

[Title of Your Dissertation]

(centered, bold, often in Title Case – no period at the end)

A Dissertation

Submitted to the Faculty of the Global Centre for Advanced Studies: GCAS College Dublin

in Partial Fulfillment of the Requirements

for the Degree of

Doctor of Philosophy

in [Your Program/Field of Study]

Format:

The Dissertation Defense will unfold in the following manner

1. Introduction
2. The Student will present a short 3-5 minute summary of their Dissertation and may use this time to make a qualification if necessary.
3. A time for questions and examination: At this stage each evaluator will have time to ask questions, examine and comment on the Thesis/Dissertation.
4. The student replies to the examination questions and comments.

5. The student is asked to leave the room while the examiners convene to discuss and evaluate the defense.
6. The examiners will grade the defense. The grade scale is as follows:
 - A. Pass with Distinction
 - B. Pass without Revision
 - C. Pass with Minor Revision
 - D. Pass with Major Revision
 - E. Fail (with resubmission possible)
 - F. Fail (without resubmission)
7. The student is called back to the meeting and the grade is delivered.
8. The Meeting is adjourned.

The student may appeal only the grade of “Fail (without resubmission)”. The student must file an appeal in writing (email) in a PDF document to the Chancellor, no more than thirty (30) days after the Dissertation Defense. The Chancellor and Assistant Chancellor will decide if the procedure was followed properly and make a recommendation. The recommendation is final. The student will receive the recommendation no more than thirty (30) days after the appeal is filed.

The student may accept or reject the recommendation.

In the case of the grade of “Pass with Minor Revision”, the student has up to ninety (90) days to submit the revised Dissertation. They submit the Dissertation to their supervisor. The supervisor has thirty (30) days to review the revised Dissertation and will make a determination of: (A) accept or (B) reject.

In the case of a rejection, the student has up to ninety (90) days to re-submit the revised Dissertation. They submit the Dissertation to their supervisor. The supervisor has thirty (30) days to review the revised Dissertation and will make a determination of: (a) accept or (b) reject. In the case of rejection, the student will fail the Dissertation Defense and be removed from the programme.

In the case of the grade of “Pass with Major Revision” the student has up to 180 days to submit the revised Dissertation. They submit the Dissertation to their supervisor. The supervisor has thirty (30) days to review the revised Dissertation and will make a determination of: (a) accept or (b) reject.

In the case of a rejection, the student has up to 180 days to re-submit the revised Dissertation. They submit the Dissertation to their supervisor. The supervisor has thirty (30) days to review the revised Dissertation and will make a determination of: (a) accept or (b) reject. In the case of rejection the student will fail the Dissertation Defense and be removed from the programmes.

5.2.3 Submitting the PhD Dissertation

Once the student passes the Dissertation Defense and is approved by the supervisor in the case that minor or major revisions are required, then the student must submit the final copy to GCAS via email. The student will have 180 days to submit the final Dissertation. Failure to submit the final copy within 180 days will result in the degree being revoked.

5.3 Thesis Publication in GCAS Library

When the student successfully defends their thesis and graduates, they must submit the final version of their thesis in PDF format (in case there are revisions) within 180 days. Once the final version of the thesis has been submitted, it will be uploaded to the GCAS Library, and the student will decide whether the thesis will be open access or only accessible to GCAS members.

5.4 Doctoral Candidates Holding a Prior Doctorate (PhD or Equivalent)

At GCAS, the doctoral degree is governed by formal academic standards, residency expectations, and EU accreditation requirements that ensure the integrity and international credibility of the qualification. While we welcome accomplished scholars who already hold doctoral degrees, prior academic attainment does not supersede or replace the structural requirements of the GCAS PhD. The GCAS doctorate is not a mechanism for expedited credentialing but a regulated academic program subject to compliance, documented supervision, and minimum residency thresholds. The following policy affirms GCAS's commitment to maintaining rigorous standards, protecting against perceptions of accelerated degree pathways, and ensuring that every GCAS PhD awarded reflects full adherence to EU-accredited program requirements.

5.4.1 Applicability

This policy applies to individuals who enroll in a GCAS PhD program while already holding an earned doctorate (PhD or equivalent). GCAS recognizes the advanced scholarly standing of such candidates while maintaining the academic integrity, EU accreditation standards, and institutional reputation of its doctoral programs.

Possession of a prior doctorate does not waive or reduce the formal requirements of the GCAS PhD program. All enrolled doctoral candidates are subject to the same structural and academic standards.

5.4.2 Mandatory Completion of Year 1 Requirements

All PhD student-researchers, including those who already hold a doctorate, must complete Year 1 requirements without exception.

Year 1 requirements include, but are not limited to:

- Formal supervision meetings and documented engagement
- Required seminars or coursework

- Submission and approval of the research proposal
- Completion of methodological training
- Institutional compliance requirements, including ethics or IRB approval where applicable

No candidate may proceed to a defense timeline discussion until all Year 1 requirements have been formally completed and approved. There are no exemptions from Year 1 requirements based on prior degrees, academic rank, or professional standing.

5.4.3 Minimum Residency and Defense Timeline

Upon successful completion of Year 1 requirements, candidates who already hold a doctorate may formally request to discuss a defense timeline with their Supervisor and the Doctoral Committee.

The minimum timeline for defense eligibility for candidates who already hold a PhD or Doctorate is 24 months (two years) in residence from the official start date of enrollment in the GCAS PhD program.

“In residence” refers to active enrollment, sustained supervision, and documented academic engagement within the GCAS doctoral framework.

No defense may occur prior to the completion of 24 months in residence, regardless of prior academic qualifications.

5.4.4 EU-Accredited Diploma Issuance Timeline

In all cases, including candidates who already hold a doctorate, the EU-accredited GCAS doctoral diploma may not be issued before 36 months (three years) from the official start date of enrollment.

This requirement reflects EU accreditation standards and cannot be waived under any circumstances.

A candidate may defend at the 24-month minimum, if approved and in compliance, but the issuance of the EU-accredited diploma remains bound by the 36-month requirement.

5.4.5 Institutional Standards and Authority

GCAS maintains a commitment to rigorous scholarship, transparent timelines, protection against perceptions of accelerated or compromised degrees, and full alignment with EU accreditation standards. This policy ensures that all GCAS PhD degrees retain their academic credibility and institutional value.

All interpretive questions regarding this policy are subject to review by the Chancellor and the Doctoral Committee. Minimum residency and EU diploma issuance timelines are not subject to waiver.

5.5 Graduation

The graduation ceremony takes place once per year normally at the GCAS annual Institute.

5.6 PhD Research beyond three (3) years

In the event that the student's Dissertation Research takes longer than three (3) years, the tuition fees will remain the same as the tuition the student paid in their last year of study. For example, if the tuition for the 3rd year was 4,000€ (6,000€ minus a 2,000€ scholarship) then the student's tuition fee for the 4th year will be 4,000€. This tuition fee will also apply to the 5th year. After the 4th year, the student must schedule an appointment with the Chancellor during which the student's Dissertation project will be assessed and evaluated relative to the feasibility of completion. If the Chancellor determines that the student's Dissertation project is unlikely to be completed within the next year, the student may be encouraged to consider applying for a "Leave of Absence"

5.7 An Academic Year

The academic year officially begins on the first day of the month in which the student is offered admission to the programmes. Tuition is paid for the first year (i.e., from the first day of the month in which the student is offered admission until the first day of that same month during the next year).

For example: The student is admitted on 5 September, 2025. The student's start date is 1 October, 2025. The second year (assuming the student has completed all the requirements to advance into the 2nd year) begins on 1 October 2026.

If the student needs additional time to complete their Dissertation beyond three (3) years, they will be charged the tuition fee of one year (see section 12:21 above). If the student successfully defends and submits the final version of their Dissertation before 180 days from the student's academic calendar start date, they will be reimbursed 50% of their tuition minus 150 euro administration fee.

For years 1, 2, and 3 the student will pay the full year's tuition. Under some circumstances, if the student successfully completes their Dissertation before 180 days after their academic calendar start date during year 3, they may apply for 50% of tuition for the 3rd year. Should reimbursement be granted, they will be reimbursed 50% of the 3rd year's tuition minus 150€ administration fee.



Oliver Stone @ the GCAS Seminar in Brooklyn

5.8 Leave of Absence

From time to time, a student may need to apply for a “Leave of Absence”. A Leave of Absence means that the student is no longer enrolled in GCAS, but the student intends to resume studies in the future. Once a Leave of Absence is granted, the student will need to [file this form](#) and inform the Chancellor of their intentions of resuming studies before 365 days of the date the Leave of Absence was granted. If the student fails to inform the Chancellor within the 365 day window, the student will be removed from the programme. A student may request a Leave of Absence, and should it be granted, the student may take a total of two years for the Leave of Absence during the entire 3 year programme. After two years, the student will need to reapply to the programme.

The student may take up to two Leaves of Absence during their course of study, but the total years of the Leave of Absence should not exceed two years. In the case of the total time of two Leaves of Absence exceeding two years, the student will be removed from the programmes.

There can be many reasons to apply for a Leave of Absence, including medical, personal, or professional reasons. The cost for filing a Leave of Absence is 500€ in some but not all cases.

Requirements

You must apply for a Leave of Absence using this form via this [LINK](#). You must also inform the Dean of Student Affairs via email: <contact@gcas.ie>

5.8.1 Re-Entry into the programmes

When the student is ready to resume studies in the programmes they must submit the following [Re-Entry Form](#).

5.9 Re-Applying to the programmes

If a student leaves the programme, they may reapply. Reapplying does not guarantee acceptance. Should the student be readmitted to the programme, their previous work may or may not be accepted. The Chancellor in consultation with the student's previous and/or present supervisor will determine the amount, if any, of previous work will be applied to the student after they have been admitted a second time.

5.10 Dual Enrollment

It is not the practice of GCAS College Dublin to accept a student who is also enrolled as a student in another university or institution of higher education. However, in exceptional cases, an applicant can request the Admissions department to consider acceptance to a PhD or MA programme as a “Dual Enrolled” student.

Students who are accepted as a “Dual Enrolled” student by GCAS College Dublin must (a) ensure strict compliance to the following policies; and (b) complete the *Dual Enrollment Form* via this [LINK](#):

1. The student discloses the full details of their enrollment in a different institution of higher education including:
 - a. Name of Institution
 - b. Programmes
 - c. Full-Time or Part-time enrollment
 - d. Expected graduation schedule
2. The student agrees to disclose the Doctoral Dissertation (or similar) to the student’s assigned supervisor and committee, whichever applies. This is to assure quality and to prevent double reward for research and writing. This is also to assure original research is produced by the student at GCAS College Dublin.
3. The student agrees to disclose their ongoing research produced at the other university or institution of higher education to their supervisor. This is to assure quality and to prevent double reward for research and writing. This is also to assure original research is produced by the student at GCAS College Dublin.
4. The student agrees that their research work at GCAS College Dublin is distinct from their research at the other university or institution of higher education.
5. Generally, the student at GCAS College Dublin, can creatively re-use up to 20% of their research content work produced at the other university or institution of higher education.

5.11 Teaching in the GCAS College Dublin Undergraduate College

Part of good research is distributing research through publishing and teaching. GCAS College Dublin recognises that teaching is an art-form and as such, not all researchers are gifted with the art of teaching. However, from time to time, the needs of the Undergraduate College of Interdisciplinary Studies BA programmes may need qualified teachers. If and when this need arises, we will seek qualified teachers from our PhD Researchers to see if there is a good fit. We do not guarantee that a PhD Student/Researcher will be given the opportunity to teach, however, there may be a need for teaching, and, if so, we will follow our procedures to ensure the highest quality fit for our needs and resources.



Section 7

GCAS College Policies

7.1 Introduction

GCAS College is committed to ensuring overall quality and adherence to our basic ethical commitments and values. To maintain this, GCAS College has implemented the following General College Policies.

All students must adhere to the GCAS “Code of Trust” and our [“Code of Conduct”](#).

7.2 GCAS Data Protection and Retention Policy

(revised from Aug 2023)

1. Introduction

GCAS College Dublin Limited (“GCAS,” “we,” “our,” or “us”) is committed to protecting the privacy and personal data of all students, faculty, staff, and partners. This policy outlines how GCAS collects, processes, stores, and deletes personal data in accordance with the General Data Protection Regulation (EU) 2016/679 (GDPR) and the Irish Data Protection Act 2018.

2. Data Controller

GCAS College Dublin Limited (Registered in Ireland, Company No. [insert number]) acts as the data controller for administrative and operational data collected through admissions, tuition, communications, and participation in our educational programs.

Academic records related to accreditation, transcripts, and grades are managed separately by Woolf University, which serves as an independent data controller.

3. Legal Basis for Processing

© GCAS College Dublin, Ltd. 2025

All Rights Reserved

GCAS processes personal data based on one or more of the following lawful grounds:

- Performance of a contract (enrolment agreement);
- Compliance with legal obligations (tax, audit, accreditation);
- Legitimate interests (academic administration, communication, and institutional improvement);
- Consent (for newsletters, marketing, or optional communications).

4. Categories of Data Collected

GCAS may process the following categories of data:

- Personal identification (name, contact details, nationality, etc.);
- Academic and enrolment data;
- Financial records related to tuition and payments;
- Institutional correspondence (emails via gcas.ie, Discourse, Zoom, etc.);
- Limited website analytics and technical data for security purposes.

5. Data Retention and Deletion

Category	Purpose	Retention Period	Deletion / Archival Method
Student contact and enrolment data	Admission and programme administration	Retained for up to 7 years after completion or withdrawal (for audit and accreditation)	Secure deletion or anonymisation

Financial and invoicing records	Legal and tax compliance	7 years (required by Irish tax law)	Secure deletion after statutory period
Email and institutional account data (gcas.ie / Proton and/or Google Workspace)	Communication during enrolment	Deleted immediately upon official withdrawal or account closure	Permanent deletion through Proton system or Google Workspace (irreversible)
Learning platform and forum posts (Discourse / Canvas)	Academic interaction and community participation	Deleted or anonymised within 12 months of withdrawal	Manual review and deletion
Marketing and consent-based communications	Outreach and alumni relations	Until consent withdrawn	Secure deletion upon request

GCAS applies the principle of data minimisation—retaining only what is necessary for legitimate educational, financial, and legal purposes.

6. Student Rights under GDPR

All GCAS students and affiliates have the following rights regarding their personal data:

- Right of access (Article 15);
- Right to rectification (Article 16);
- Right to erasure (“right to be forgotten,” Article 17);
- Right to restriction or objection to processing (Articles 18–21);
- Right to data portability (Article 20).

Requests to exercise these rights can be submitted to contact@gcas.ie. GCAS will respond within one calendar month of receiving a verified request.

7. Data Sharing and Transfers

GCAS does not sell or share personal data with third parties. Where data is shared with service providers (e.g., Woolf University, Proton, Stripe, or Discourse), such transfers occur under data-processing agreements consistent with EU adequacy and standard contractual clauses.

8. Security

GCAS employs encryption, multi-factor authentication, secure cloud infrastructure, and strict access controls to prevent unauthorised access, alteration, or loss of personal data.

9. Contact Information

For questions, concerns, or data access requests:

Data Protection Officer (DPO)

GCAS College Dublin Limited Dr. Creston Davis

Email: contact@gcas.ie

Website: <https://gcas.ie>

You also have the right to lodge a complaint with the Irish Data Protection Commission (DPC) at <https://www.dataprotection.ie>.

7.3 Establishing a formal Club at GCAS

Policy for Establishing Clubs and Organizations at GCAS

1. Purpose

GCAS College Dublin encourages the creation of student- and researcher-led clubs and organizations that contribute to the intellectual, cultural, and social life of the community. Clubs are an important part of GCAS's cooperative mission to foster dialogue, collaboration, and creative research across disciplines and perspectives. This policy provides a clear framework for how clubs may be established, recognized, and maintained while ensuring compliance with GCAS's legal, ethical, and accreditation responsibilities.

2. Definition of a GCAS Club

A GCAS Club is a voluntary association of current GCAS researchers (BA, MA, or PhD), alumni, or faculty who come together to explore a shared academic, creative, or social interest. Recognized clubs operate under the auspices of GCAS and therefore must adhere to GCAS's community standards, governance policies, and applicable data protection regulations (GDPR). Any group using the GCAS name, logo, or resources to promote activities is considered a GCAS-affiliated club and falls under this policy.

3. Eligibility and Formation Requirements

To apply for recognition as a GCAS Club, the following criteria must be met:

- Minimum membership of at least three current GCAS researchers or faculty members in good standing.
- Membership and participation must be open to all GCAS community members, regardless of political, philosophical, or religious orientation, provided all members abide by GCAS's Code of Conduct.
- Submission of a short statement (150–250 words) describing the club's academic or community purpose, its relevance to GCAS's mission, and the types of activities it intends to organize.

- Identification of one faculty or administrative liaison who can provide guidance and ensure compliance with GCAS policies.
- A brief outline describing the club's internal structure (such as facilitator, coordinator, or treasurer if funds are involved) and its decision-making processes.

4. Approval Process

Applicants must submit a Club Recognition Form to the GCAS Administration Office or through the online portal. The proposal will be reviewed by the GCAS Chancellor or a designated representative for alignment with GCAS's mission, academic integrity, and inclusivity standards. Applicants will receive a written decision within two weeks of submission. Approved clubs will be listed on the GCAS website or forum as recognized GCAS-affiliated groups. No club may claim GCAS affiliation, funding, or official endorsement until it receives written approval from GCAS Administration.

5. Use of GCAS Name and Resources

Only recognized clubs may use the GCAS name, logo, or official channels such as the GCAS forum, website, social media, or email system to promote activities. Clubs may not advertise or host external events, collect funds, or solicit donations under the GCAS name without prior written authorization. Unauthorized use of GCAS's institutional identity may result in disciplinary action and removal of the post or materials in question.

6. Responsibilities of Recognized Clubs

Recognized clubs must conduct activities consistent with GCAS's cooperative, non-hierarchical ethos and its Code of Conduct. They must ensure respectful dialogue and intellectual integrity in all meetings and communications, manage any data collection (such as sign-up forms) in full compliance with GDPR and GCAS's Data Protection Policy, and submit a brief annual activity summary to the administration describing major events, membership, and any expenditures or donations if applicable.

7. Withdrawal or Suspension of Recognition

GCAS reserves the right to withdraw recognition if a club violates GCAS community standards or policies, misuses the GCAS name or resources, promotes activities inconsistent with GCAS's academic and ethical values, or operates in a manner that endangers community well-being or legal compliance.

8. Independent (Non-Affiliated) Groups

GCAS welcomes informal discussion circles or independent initiatives initiated by researchers. However, any such group must clearly state that it is not an official GCAS organization and must not use GCAS's logo, resources, or mailing lists for recruitment without prior permission.

9. Contact

Questions regarding club formation, recognition, or compliance should be directed to the Office of the Chancellor, creston.davis@gcas.ie

Application: Here is the link to the [Club Application Form](#).

Exception: Informal Book Clubs at GCAS

GCAS encourages informal intellectual exchange and recognizes that not every discussion group requires formal approval or administrative oversight. As an exception to the GCAS Club Policy, members of the GCAS community may organize informal book clubs without submitting a formal club application, provided the following conditions are met:

1. The group must be clearly identified as an independent reading circle rather than an official GCAS Club or program.
2. The group may use the GCAS forum to coordinate discussions, but may not use the GCAS name, logo, or resources (such as email lists or promotional materials) to imply institutional endorsement.

3. Participation must remain open to any interested GCAS researcher, faculty, or alumnus who wishes to join, in keeping with the cooperative and inclusive ethos of GCAS.
4. The organizer(s) are responsible for maintaining a respectful environment consistent with the GCAS Code of Conduct.
5. If the book club expands its activities beyond reading and discussion—for example, to host public events, workshops, or external collaborations—it must then apply for recognition as a formal GCAS Club.

This exception allows our community to sustain its organic and spontaneous spirit of reading, conversation, and fellowship, while maintaining the transparency and accountability that define GCAS.

7.4 Intellectual Property Policy

1. Introduction This Intellectual Property (IP) Policy establishes the principles and procedures governing the ownership, protection, and use of intellectual property created by faculty, staff, students, and others associated with [GCAS College Dublin, Limited -- The Global Centre for Advanced Studies]. The policy is intended to encourage creativity and innovation, ensure compliance with applicable laws, and provide clarity on rights and responsibilities.

2. Scope This policy applies to all members of the college community, including faculty, staff, students, visiting scholars, contractors, and any other individuals involved in activities supported by or associated with the college. It covers all forms of intellectual property, including but not limited to:

- Copyrighted works (e.g., books, articles, lecture notes, software, artistic works)
- Patentable inventions
- Trademarks and service marks
- Trade secrets
- Design rights

3. Ownership of Intellectual Property

3.1 Individual Ownership

- Faculty, staff, and students generally retain ownership of intellectual property they create independently, without significant use of college resources, and outside the scope of their employment or academic responsibilities.

3.2 College Ownership

- The college owns intellectual property created:
 - As part of an employee's job responsibilities or under the scope of employment.
 - Using significant college resources, including funding, facilities, or equipment.
 - Under sponsored research agreements where ownership is contractually assigned to the college.

3.3 Joint Ownership

- If intellectual property is created through collaborative efforts involving multiple parties, ownership will be shared according to the terms agreed upon in advance or, if no agreement exists, determined by mutual agreement and legal principles.

3.4 Student Work

- Students retain ownership of their academic work unless it is created as part of:
 - A sponsored project.
 - A collaborative effort with faculty or staff that involves significant college resources.

4. Use of College Resources Intellectual property created with significant use of college resources is subject to college ownership. "Significant use" includes extensive use of facilities, specialized equipment, substantial funding, or access to proprietary materials not available to the general public. Normal use of libraries, offices, or IT resources does not constitute significant use.

5. Disclosure and Reporting Creators must disclose potential intellectual property to the designated college office (e.g., Office of Technology Transfer) before public disclosure or commercialization. The disclosure should include a description of the work, its potential applications, and the resources used in its creation.

6. Commercialization and Revenue Sharing

6.1 Commercialization

- The college may seek to commercialize intellectual property it owns by licensing, assigning rights, or establishing spin-off entities. Creators are encouraged to participate in commercialization efforts.

6.2 Revenue Sharing

- Net revenue from the commercialization of intellectual property will be distributed as follows:
 - A percentage to the creator(s).
 - A percentage to the creator's department or research unit.
 - A percentage retained by the college for reinvestment in research and innovation.
- Specific revenue-sharing percentages will be detailed in a separate policy appendix.

7. Rights and Responsibilities

7.1 Creators' Rights

- Creators have the right to be recognized and credited for their contributions.
- Creators have the right to participate in discussions related to commercialization and revenue sharing.

7.2 Creators' Responsibilities

- Disclose intellectual property promptly.
- Avoid unauthorized use of third-party IP in their work.

7.3 College Rights and Responsibilities

- Protect and manage the college's intellectual property assets.
- Provide support for securing IP protection and commercialization.

8. Dispute Resolution Disputes regarding intellectual property ownership, rights, or revenue sharing will be resolved through mediation or arbitration. A standing committee appointed by the college will oversee such processes to ensure fairness and consistency.

9. Policy Review and Updates This policy will be reviewed periodically by the college administration to ensure it remains relevant and effective. Updates will be communicated to the college community.

10. Governing Laws This policy is subject to applicable local, national, and international intellectual property laws.

11. Contact Information Questions regarding this policy should be directed to the designated office (e.g., Office of Technology Transfer or Legal Affairs or The Chancellor).

12. Effective Date This policy is effective as of August 2021 and supersedes any previous IP-related policies.

By adopting this policy, [GCAS College Dublin, Limited -- The Global Centre for Advanced Studies] reaffirms its commitment to fostering innovation while respecting the rights and contributions of its community members.

7.4 Equal Employment and Learning Opportunity Policy

It has and will continue to be the policy of GCAS College Dublin (and all GCAS organisations and centres) to ensure equal employment and learning opportunities without discrimination or harassment on the bases of race, color, national origin, religion, sex, age, disability, citizenship, marital status or any other characteristic protected by state or federal law (hereinafter referred to as 'protected characteristics'). It is a fundamental principle of this organisation that all faculty, staff, researchers and students are evaluated on their skills and abilities without regard to any protected characteristic.

This policy permeates all decisions, including but not limited to those involving employee compensation, application assessments, benefits, hiring, promotion, training and development, and other terms and conditions of employment and learning and acceptance procedures. Moreover, we believe that no faculty, staff, researcher or student should ever be subjected to a learning or work environment that is hostile because of a protected characteristic. All members of our College should be able to enjoy a work and learning environment free from all forms of discrimination; including harassment. Thus, this institution of higher education strictly prohibits and will not tolerate any such discrimination or harassment by any of its employees, faculty committees, students, staff, contractors, customers, etc. Any College member who feels they are a victim of such discrimination are strongly encouraged to follow the policies set forth herein.

Students and Researchers must adhere to the GCAS Classroom Policy found at [this LINK](#).

7.5 GCAS Refund Policy

Once an applicant receives GCAS's official acceptance letter they will have 10 days to decide if they agree or disagree with the terms and conditions. Once the applicant accepts the terms and conditions they will be given 30 days to ask for a refund minus the administration costs and fees. After 30 days there are no refunds.

7.6 Definition of Discrimination

Discrimination is any action taken against an employee, faculty, research, staff member or student, which affects the terms and conditions of his or her employment and/or the student status because of that person's, or because that person associates with another of a certain race, color, national origin, religion, sex, age, disability, citizenship. Marital status or any other characteristic protected by law. Form of discrimination can include improper discipline, discriminatory hiring or promotion, decisions, derogatory comments, harassment, as well as any other action or inaction by another which adversely affects the terms or conditions of their employment or standing in our academic community.

7.7 Prevention of Bullying and Harassment at GCAS College Dublin

7.7.1 Statement of Policy

1. GCAS College is committed to encouraging and maintaining good relations within the College. Everyone in our academic community and those who interact with GCAS College has a responsibility to maintain good working relationships and not use words or deeds that may harm the wellbeing of others. In addition to the

obligations placed upon all involved including equality, everyone has the right to be treated with consideration, fairness, dignity and respect. This contributes to a learning environment in which individuals feel safe and can work effectively competently and confidently.

2. GCAS College policy applies to all Faculty, Staff and Students working and learning within the College.
3. GCAS College has a “zero tolerance” policy and will investigate vigorously any allegations of bullying or harassment, regardless of whether the matter has been raised formally or informally.

7.7.2 Key Principles

1. GCAS College will provide and sustain a safe learning environment in which everyone is treated fairly and with respect. Those learning and working in the College must not encounter harassment, intimidation or victimisation on the basis of gender, race, colour, ethnic or national origin, sexual orientation, marital status, religion or belief, age, trade union membership, disability, offending background or any other personal characteristic.
2. Everyone carries a personal responsibility for their own behaviour and for ensuring that their conduct is in accordance with the principles set out in this policy. In addition, each person has a responsibility to report any instance of bullying or harassment which they witness or which comes to their attention. All members of our academic community have a responsibility to act as role models, proactively addressing instances of bullying and harassment.
3. Harassment may be defined as any conduct which is:

unwanted by the recipient and is considered objectionable and causes humiliation, offence, distress or other detrimental effect.

4. Harassment may be an isolated occurrence or repetitive; it may occur against one or more individuals. Harassment may be, but is not limited to:

Physical contact: ranging from touching to serious assault, gestures, intimidation, aggressive behaviour.

Verbal: unwelcome remarks, suggestions and propositions, malicious gossip, jokes and banter, offensive language.

Non-verbal: offensive literature or pictures, graffiti and computer imagery, isolation or non-cooperation and exclusion or isolation from social activities.

7.7.3 Bullying

1. Bullying is unlikely to be a single or isolated instance. It is usually, but not exclusively repeated and persistent behaviour which is offensive, abusive, intimidating, malicious or insulting. Bullying includes but is not limited to:
 - Conduct which is intimidating, physically abusive or threatening
 - Conduct that denigrates, ridicules or humiliates an individual, especially in front of colleagues
 - Humiliating an individual in front of colleagues
 - Picking on one person when there is a common problem
 - Shouting at an individual to get things done
 - Consistently undermining someone and their ability to do the job
 - Setting unrealistic targets or excessive workloads
 - “cyber bullying” i.e. bullying via Email or social media.

Care and sensitivity should be practised with regard to the choice of context and language.

2. Harassment and bullying may be summarised as any behaviour that is unwanted by the person to whom it is directed. It is the impact of the behaviour rather than the intent of the perpetrator that is the determinant as to whether harassment or bullying has occurred.
3. Any employee who wishes to make a complaint of harassment or bullying is encouraged to first discuss matters informally with their Academic Supervisor or

assigned mentor, provided that they feel able to do so. Should the issues not be resolved at this stage, or the student, faculty, or staff member feels unable to raise the issue informally, then a formal resolution should be sought.

4. When a complaint of harassment or bullying is brought to the attention of a faculty member or mentor, whether informally or formally, prompt action must be taken to investigate the matter. Corrective action must be taken where appropriate and this may require an investigation.
5. All matters relating to the investigation of complaints of harassment or bullying will be treated in strict confidence. Any breach of confidentiality in this regard may render those responsible liable to further actions. However, it will be necessary that any alleged perpetrator is made aware of the allegations against them and the name(s) of those making the allegations together with the name(s) of any witnesses.
6. No member of our community will be victimised or suffer detriment for making a complaint of harassment or bullying and no member shall threaten either explicitly or implicitly. Such conduct will be treated as a very serious offence. Similarly, staff and faculty members are required to act on any complaint of harassment or bullying. Failure to do so will be regarded as misconduct which if proven, will result in further action.

All complaints of harassment or bullying whether raised formally or informally must be notified by the recipient of the complaint to The Ethics Committee.

This policy and procedure will be reviewed periodically giving due consideration to any legislative changes.

7.8– Recording and Privacy in Live Seminars

Purpose

This policy ensures transparency and compliance with data protection standards in the recording of GCAS live seminars, lectures, and academic events. It outlines how recordings are used, stored, and accessed within the GCAS academic community.

Scope

This policy applies to all students, faculty, and participants involved in GCAS live or online seminars, lectures, and community learning sessions.

Policy Statement

By participating in GCAS courses, live seminars, and related academic events, you acknowledge and consent to GCAS recording these sessions for educational and research purposes.

Recordings are securely stored by GCAS and made available only to:

- Members of the relevant class or cohort; and
- Approved GCAS researchers or faculty within the GCAS academic community.

These recordings are used solely for learning, academic review, and research dissemination consistent with GCAS's educational mission. GCAS will not publicly distribute or use any seminar recordings for commercial purposes without obtaining additional explicit consent from participants.

Privacy Options

Students and participants who prefer not to appear in recorded sessions may turn off their camera and/or microphone during the seminar. Active participation remains welcome through non-video means such as chat or written discussion tools.

Accessibility and Special Circumstances

Participants with specific privacy, accessibility, or data-protection concerns related to recording are encouraged to contact GCAS Administration prior to the session to discuss alternative arrangements.

Data Protection and Storage

All seminar recordings are stored securely in compliance with the General Data Protection Regulation (GDPR) and GCAS's Data Retention and Privacy Policy. Access to recordings is limited to authorized GCAS faculty, researchers, and enrolled students for educational purposes only.

Policy 7.9 – GCAS Policy on the Use of Artificial Intelligence (AI) in Academic Writing

The Global Centre for Advanced Studies (GCAS) is committed to preserving the highest standards of academic integrity, originality, and genuine scholarly inquiry. This policy outlines the expectations for all academic writing submitted at GCAS, including essays, research papers, theses, and dissertations.

Students may not use AI tools for any compositional, creative, or generative aspects of their writing. This includes drafting or writing any portion of assignments, generating arguments or explanations, producing or editing text intended to appear as the student's own work, rephrasing or rewriting content, or generating citations, bibliographies, or literature reviews unless specifically permitted by a supervising professor. Any such use constitutes a violation of GCAS academic integrity.

Students may use AI in limited, non-compositional ways, such as locating bibliographic resources, clarifying concepts in an explanatory or tutoring capacity, receiving guidance on formatting or citation styles, or generating a basic outline template that the student significantly revises.

Any permitted use must be disclosed in an AI Use Statement at the end of the submitted work. Students are responsible for ensuring that all written work is fully their own, composed through their own intellectual labor, and supported by drafts and research materials demonstrating the writing process.

Faculty may request drafts to confirm authorship, require revisions, or ask for additional writing if AI-generated text is suspected.

This policy reflects GCAS's mission to foster authentic, human-centered scholarly development. While AI tools may assist learning in limited and transparent ways, they cannot replace the critical thinking, interpretive work, and original intellectual contributions required for graduate-level research.

Violations of this policy will be handled in accordance with GCAS's Academic Integrity and Misconduct procedures, and repeated or serious violations may result in sanctions, including revision requirements, probation, or disenrollment.

AI Use Statement

I affirm that all compositional, analytical, and creative work in this document is entirely my own and was produced without the use of AI text-generation tools. Any AI tools used were limited strictly to non-compositional tasks such as locating bibliographic resources, clarifying conceptual questions, or receiving general guidance on formatting or citation styles. No AI-generated text, paraphrasing, rewriting, or creative assistance was used in any portion of this submission. I understand and comply with the GCAS Policy on the Use of Artificial Intelligence in Academic Writing.

Policy 7.10 – Assumption of Risk and Liability Waiver

Purpose

This policy establishes that participation in GCAS in-person seminars, workshops, conferences, residencies, and related academic or social events is voluntary and undertaken at the participant's own risk. It sets out the extent of GCAS College Dublin's liability in compliance with Irish law and European Union regulations.

Scope

This policy applies to all students, faculty members, researchers, visiting scholars, and guests who attend GCAS events in person at any GCAS-affiliated location or partner venue, whether in Ireland or abroad.

Policy Statement

GCAS College Dublin and its affiliates are committed to maintaining a safe, inclusive, and respectful environment at all in-person events and venues. Reasonable care is taken to ensure that all premises, facilities, and activities comply with relevant Irish safety and public health

regulations, including the Safety, Health and Welfare at Work Act 2005 and related statutory instruments.

Since GCAS began hosting in-person seminars in 2014, no participant has ever sustained an injury or accident during any GCAS teaching event. This record reflects our continuous commitment to health, safety, and the well-being of all members of the GCAS community.

However, by attending any GCAS event in person, participants acknowledge and accept that they do so voluntarily and at their own risk. GCAS College Dublin, its directors, officers, faculty, staff, and partner institutions shall not be held liable for any personal injury, illness, accident, loss, or damage (including to personal property) sustained during participation in GCAS events or while traveling to or from such events.

Legal Framework

This policy operates in accordance with:

- The Occupiers' Liability Act 1995 (Ireland), which limits liability to instances of willful neglect or reckless disregard;
- The Civil Liability Act 1961; and
- Relevant EU directives, including Directive 85/374/EEC (Product Liability) and general principles of tort and contract law.

Nothing in this policy excludes or limits GCAS's liability where such exclusion would contravene applicable Irish or EU law, including liability arising from gross negligence, willful misconduct, or breach of statutory duty.

Waiver of Liability

By attending GCAS in-person events, all participants agree that they will not hold GCAS College Dublin, its affiliates, or partners responsible for any injury, illness, accident, or property loss sustained in connection with participation. Attendance constitutes acknowledgment and acceptance of these terms.

Personal Responsibility

Participants are responsible for their own safety and well-being during GCAS events. All attendees are strongly encouraged to maintain adequate personal health, accident, and travel

insurance and to adhere to any safety guidelines or instructions provided by GCAS staff or event coordinators.

Required

All participants at any GCAS event must sign the [following form](#) and email it to contact@gcas.ie at least 3 days prior to the event in question. Failure to do so may result in not being admitted to said event.

APPENDIX 1

Procedure

Informal Resolution

1. Very often people are not aware that their behaviour is unwelcome or misunderstood and an informal discussion can lead to greater understanding and agreement that the behaviour will cease.
2. Complainants are therefore encouraged to try, if they feel able to do so, to resolve the problem informally by making it clear to the alleged harasser that his/her actions are unwanted and should not be repeated. This may be done verbally or in writing in which case the complainant should keep a copy of the documentation and, where possible, the times and dates of incidents should be recorded.
3. If the complainant feels unable to approach the alleged harasser, a mentor or faculty member representative could be asked to speak to the alleged harasser on the complainant's behalf. A note should be made of the action taken and the matter notified to The Ethics Committee.
4. An individual who is made aware that their behaviour is unacceptable should:
Listen carefully to the complaints and the particular concerns raised; Respect the other person's point of view; everyone has a right to work in an environment free from harassment/intimidation; Understand and acknowledge that it is the other person's reaction/perception to another's behaviour that is important; Agree the aspects of behaviour that will change; Review their general conduct/behaviour with colleagues, peers, mentors and/or faculty members.

Formal Resolution

1. If the alleged harassment continues, the complainant feels unable or unwilling to deal with the matter informally, or the allegation is so serious as to prevent use of the informal procedure, a complaint should then be raised formally to The Ethics Committee via this Complaint Form [[LINK](#)].
2. Once The Ethics Committee receives a formal complaint the Committee will proceed in accordance with the policy.
3. When dealing with a complaint of harassment under the Formal Resolution Procedure, The Ethics Committee will:
 - Take full details of the incidents in writing from the complainant and their representative (if appropriate);
 - Take full details from any witnesses/other complainants who come forward and may have witnessed the alleged behaviour;
 - Inform the alleged harasser of the complaints against him/her, advise the alleged harasser to seek representation and invite him/her to a meeting in order that they can comment on the allegations against them;
 - Keep all parties informed of expected timescales.

Inform all parties in writing of the outcome and any action that may be required.

1. If the allegations and the working situation warrant it, the alleged harasser may be suspended from the College during the investigation.
2. Should there be a case to answer against the alleged harasser, The Ethics Committee will be an impartial arbiter who will conduct a separate investigation. The normal disciplinary procedure for misconduct/gross misconduct should then be followed. However, the following points should be taken into account:

- a. The complainant will normally be required to attend the disciplinary hearing as a witness, unless there are exceptional circumstances which prevent them from doing so;
 - b. If the complainant is required to attend, they are entitled to be accompanied by representative and have any questions directed through that person
3. If the complaint is upheld at any stage, there are a number of possible outcomes for the harasser, depending on the evidence presented and the circumstances. These could include, but are not limited to:
 - a. Dismissal
 - b. A Formal Warning
 - c. A Recommendation
 - d. Implementation of other sanctions

Making arrangements for both parties to work as separately as possible within the College.

1. In addition to the above, the harasser may be required to attend any training courses as deemed necessary by The Ethics Committee.
2. It should also be noted that the complainant may wish to move department/section depending upon the nature of the complaint and the people involved. Appropriate.
3. Appropriate consideration should be given to this request and the outcome with reasons provided to the complainant.
4. With any allegation, the need for a thorough and objective investigation is paramount. Consequently, if through the course of the investigation evidence demonstrates that the allegation has been made frivolously, maliciously, or for personal gain, then the individual making the complaint will be subject to further proceedings.

Appeals

- Appeals against decisions taken under the Prevention of Bullying and Harassment at GCAS College shall be dealt with as follows:-
- Appeals against a disciplinary sanction will be dealt with in accordance with the appeals process in the Procedure.
- Appeals by a complainant about the outcome of any inquiry will be dealt with in accordance with the appeal process in the Grievance Policy.

Records

1. Where the complaint is informal and resolved at this stage, no record will be kept on personal files.
2. Following formal investigation, where the complaint is not substantiated, no records will be retained.
3. Where a complaint is substantiated or partially substantiated but does not proceed to disciplinary action, a letter confirming the outcome will be retained on the perpetrator's personal file and supporting documentation retained in a separate file.
4. Where the matter proceeds to a disciplinary hearing then the storage of records should be in accordance with the disciplinary procedure.

APPENDIX 2

Strategy on Disabilities

GCAS Policy Concerning Disability and Academic Accommodation

[Disability Disclosure Form](#)

- I. GCAS College Dublin is committed to addressing the issues of disability in our student population. The Dean of Student Affairs incorporates into the admissions process and registration, opportunities for discussions on disability. The Dean of Student Affairs will continue to act as a liaison between the student and faculty for issues concerning disability throughout their time at GCAS.
- II. Should the student request academic accommodation for their disability they are required to complete the [Disability Disclosure Form](#). To be granted academic accommodation the student must provide sufficient evidence to support their disclosed disability by a healthcare professional. After the Disability Disclosure Form is submitted, the Dean of Academic Affairs will decide the degree of academic accommodation that fairly complies with the request given the evidence.
- III. The Disability Disclosure Form *will only be disclosed to the Dean of Student Affairs and the Academic Disabilities Accommodation Commission*, and should academic accommodation be granted, the Dean of Student Affairs will inform the student and faculty member who will implement the requested accommodation as determined by the Dean of Student Affairs within the student's curriculum.
- IV. In an attempt to stay current on the topic of disability in institutions of higher education, the Dean of Student Affairs follows several online journals, including

Disability Studies Quarterly, ALTER European Journal on Disability, World University News, and follows closely the work coming out of the University of Leeds Centre for Disability Studies.

- V. Once a year, the Dean of Student Affairs provides the GCAS Board of Directors with a report on developments within disability studies, including legal changes, significant research and any changes to the GCAS strategy on disability.
- VI. As part of the concern for disability, GCAS also identifies its responsibility in contributing to current research in the concept of disability itself. GCAS is aware that the concept of disability has been severely limited by a binary conceptualization which has incorrectly labeled students as either 'abled' or 'disabled.' Current research is showing that this binary concept fails to capture and address the real subtleties of disability. The ways of being disabled and the degrees of disability are highly variable, potentially including not only a person's physical and intellectual capacities, but also social factors such as a student's economic background, previous access to education, and other systemic social structures chronically affecting their access and abilities for learning. GCAS hopes to contribute research in this field.



© GCAS College Dublin, Ltd. 2025

All Rights Reserved