

Student Groups Code of Conduct

April 2014

1. Policy Summary

- 1.1 This policy was adopted by Solent Students' Union Leadership Team in April 2014. The policy will be reviewed no later than March 2015.
- 1.2 This policy highlights the code of conduct to be abided by all students involved in student activities or groups as part of Solent Students' Union.
- 1.3 For the purposes of this policy, the terms 'student activities' or 'groups' includes all groups which are student-led and include; societies, student media, volunteers and in some cases students funded through the Trial, Adapt, Launch funding or Give A Go grant scheme.

2. Policy Statement

- 2.1 Solent Students' Union recognises that there is a diverse range of student groups within the Students' Union who wish to undertake a large variety of organised and social activities.
- 2.2 Solent Students' Union is committed to the value of inclusivity and, as such, aims to ensure that all activities within Solent Students' Union are inclusive to all students who may wish to participate in them, and that students are free to participate in activities in a safe, non-threatening and enjoyable environment.
- 2.3 Solent Students' Union recognises that groups may wish to undertake welcome activities to new members each year as an important way of getting new and existing members to mix with each other. The Union is committed to ensuring that all activities, including those that take place during the year, take place in a considered, safe and inclusive manner without causing undue pressure and distress to student members or a nuisance to the local community.
- 2.4 Solent Students' Union is committed to ensuring the continued health and safety of all staff and student members and that all activities that take place have been risk assessed.
- 2.5 Solent Students' Union is committed to a zero tolerance approach to all forms of discrimination.

3. Activities

- 3.1 It is the responsibility of the society and/or group's committee members to ensure that all activities organised through or for group members are inclusive and in line with Solent Students' Union's Health and Safety Policy. It is the responsibility of the individual or group to ensure that all activities are enjoyable to all members that wish to participate and that no 'peer pressure', intended or otherwise, is placed on members to do anything that they would not like to do.
- 3.2 It is the responsibility of the individual or group to ensure that they provide activities that are free from discrimination, bullying and harassment. Failure to do so may result in disciplinary action against the group and/or individual members within it.
- 3.3 It is the responsibility of the individual or group to ensure that all members are made to feel part of the group and are able to participate in teams and/or group activities regardless of their willingness to participate.
- 3.4 As an individual or group within Solent Students' Union, the following guidelines must be abided by;

All individuals/groups will:

- Ensure that all activities, including social activities, are enjoyable to members in a safe and non-threatening environment
 - Ensure that the welfare of students at group events is paramount and is considered during the planning of all group events and activities
 - Ensure that membership of the group or any teams within it is not dependent on participation within activities
 - Ensure that all members are free from 'peer pressure', bullying and harassment, whether intended or not, when participating within group activities
 - Ensure that no member of the group is forced into consumption of any sort and that where alcohol is offered as part of an event that a suitable non-alcoholic alternative is available
 - Ensure that all communications from the group to its members are suitable and do not promote any activity that is in breach of any Union policy or procedure.
- 3.5 All individuals/groups will ensure they do NOT:
 - Engage in any activities which are likely to bring the Students' Union or the University into disrepute
 - Promote abuse of alcohol consumption as a method of 'joining in' group activities
 - 3.6 Failure to abide by these guidelines may result in disciplinary action being taken using the Students' Union Disciplinary Procedures, which can be found online.

4. Initiations

- 4.1 The Students' Union does not condone any behaviour which places members in a position in which they feel pressured into doing something they would rather not do, whether it is intended or not.
- 4.2 All activities must be non-compulsory for members to participate in at their choosing and non-participation must be treated respectfully, with no bullying or peer pressure applied.
- 4.3 Activities do not include enforced degradation or humiliation or fall outside of publically acceptable standards of behaviour, e.g. nudity
- 4.4 As with all activities, any activity carried out as 'initiations' must have an appropriate risk assessment completed and handed to the relevant Students' Union Coordinator prior to the event taking place.
- 4.5 The above guidelines are also applicable to all events and activities carried out throughout the year by student groups. Failure to abide by these guidelines may result in disciplinary action being taken against the groups involved using the Students' Union Disciplinary Procedures, which can be found online.

5. Individual Members

- 5.1 It is important that all members of student groups behave in such a way as to uphold the reputation of the Students' Union and University at all times when participating in activities.
- 5.2 As a member of a group, all members agree to abide by the following terms at all times when representing the Students' Union and the University, including during social activities;

Members WILL:

- Treat all Union and University property with respect and will not interfere with other people's enjoyment of Union or University facilities or events
- Conduct themselves at all times in a reasonable and responsible manner of mutual respect and understanding for all members of the University and external community
- Conduct themselves in a manner that shall not offend others and shall not use foul and abusive language, either orally, in writing or by expression
- Adhere to all Union policies and procedures

Members WILL NOT

- Engage in any activity or behaviour that is likely to bring either the Union or University into disrepute, or that causes either a nuisance or distress to members of the local community
- Engage in any behaviour which is deemed an act of discrimination, bullying or harassment

- 5.3 Failure to abide by these guidelines may result in disciplinary action being taken against the groups involved using the Students' Union Disciplinary Procedures, which can be found online.