

# STUDENT ACTIVITIES CODE OF CONDUCT

## SECTIONS

1. Purpose
2. Scope
3. Expected Behaviours
4. Initiations
5. Misconduct
6. Breach of Code of Conduct

## DEFINITIONS

The definitions used in this policy are as follows:

- ‘Student Groups’ refers to affiliated LSESU student-led groups including sports clubs, societies, campaign groups, committees and networks.
- ‘Members’ refers to all members of any group operated by or operating within LSESU.
- ‘The School’ refers to the University (London School of Economics).

## 1. PURPOSE

London School of Economics Students’ Union (LSESU) is committed to promoting an inclusive, collaborative and respectful environment where individuals are treated with fairness and respect. LSESU is committed to a zero-tolerance approach to all forms of discrimination, bullying and harassment.

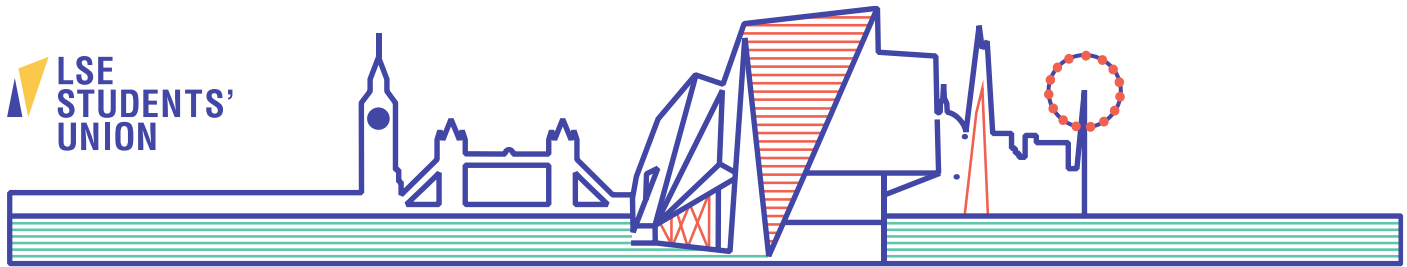
It is important that all our members understand the standards of conduct that are expected of them and behave in a way that we are all proud of, consistent with this Code of Conduct. We will share this Code of Conduct widely, so that every person knows their responsibilities and rights.

This Code of Conduct sets out the standards of conduct and behaviour expected of all members and should be read in conjunction with the LSESU Student Group Regulations and [LSE’s Ethics Code](#).

## 2. SCOPE

This Code of Conduct applies to:

- Members including all members, associate members and participants of student groups affiliated to LSESU.
- People associated with a student group including, but not limited to, members, associate members, coaches/instructors, visitors to LSESU, and spectators/ supporters, both physical and online.



- Elected members of LSESU committees, volunteers, campaigners or those that hold a representative position have a collective responsibility for their own student groups and are expected to put their best efforts into making sure the student group and its members act in line with this Code of Conduct.
- Misconduct that happens on social media.

It does not apply to LSESU staff/ student staff, paid sabbatical officers or trustees, who should refer to the LSESU Staff Code of Conduct.

The Code of Conduct applies to any action that:

- happens on LSESU premises;
- is committed while using LSESU facilities or attending a LSESU event, both in-person or online;
- is committed while a member is representing, acting on behalf of or could be perceived to be representing or acting on behalf of LSESU at an event, during a trip, online (e.g., via social media) regardless of location;
- takes place whilst undertaking an activity supported by LSESU;
- takes place in person or in writing, online, or by a physical act or gesture.

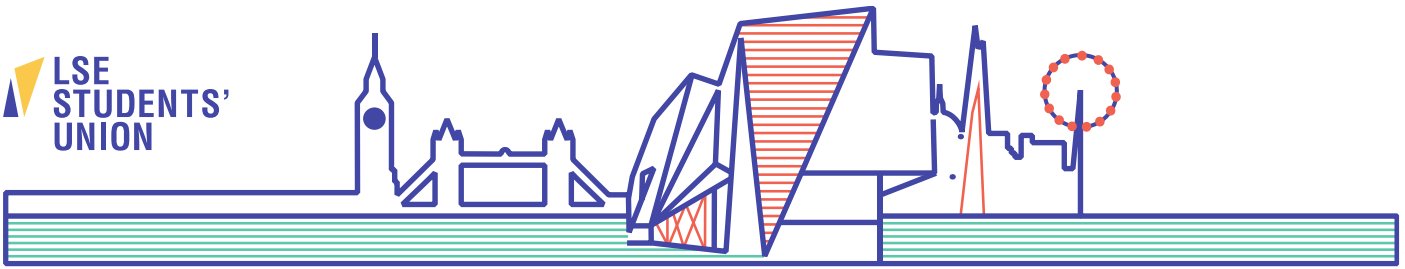
The Code of Conduct does not cover:

- General disputes between students.
- Alleged misconduct in relation to elections or referendum will be dealt with under the relevant by-laws.
- Alleged misconduct that may constitute a criminal offence and is subject to investigation by the police may not be considered until relevant processes have closed.
- Alleged staff misconduct will be handled under internal Human Resources procedures.

### **3. EXPECTED BEHAVIOURS**

All members must abide by the terms outlined below:

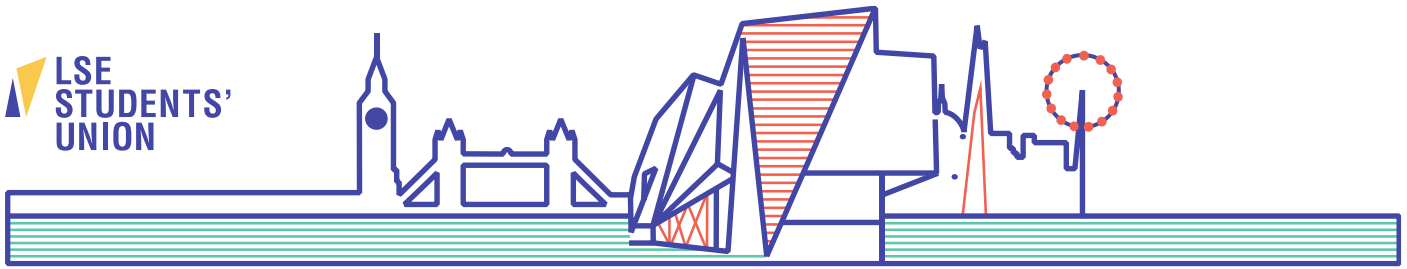
- Members must always act responsibly and avoid any actions or conduct which could bring the reputation of their student group, LSESU, the School or sponsors/ partners into disrepute or be detrimental to the reasonable enjoyment of the Union by other members and their guests;
- Members should take proactive steps to ensure that student activities are inclusive and representative of the entire student body, and that diversity is valued;
- Members must report any action that may cause or has caused damage to themselves and others;
- Members must respect the property (and property under control) of LSESU, the School, the student group and of other members;



- Members of the student group should not pressure or coerce any other members into any action with which they feel uncomfortable e.g. forced alcohol consumption, and ensure that membership of the group is not dependent on participation within social activities;
- When competing in events and competitions, members must compete in a manner of fair play with respect for opponents and polite behaviour regardless of the nature of the competition, when representing LSESU/the School;
- Members must treat facilities, staff and students at LSESU, the School and other institutions with respect and abide by any rules that may apply;
- Members must refrain from any form of harassment of others and respect the rights, dignity and values of others, refraining from behaviour that is unwelcome, uninvited and causes a detrimental effect. Any anonymous use of online platforms for the purpose of bullying, discrimination, harassment or victimisation of others or to discredit LSESU, its staff or members will be regarded as gross misconduct;
- When using online platforms (such as social media, WhatsApp and e-mail) members must act in line with this Code of Conduct and LSESU Social Media Policy;
- Members must ensure that all communications are appropriate and do not promote any activity that is in breach of this Code of Conduct;
- Members must operate within the rules, including national guidelines or relevant student group constitutions and procedures which govern activity;
- Members must always abide by the law.

#### **4. INITIATIONS**

- LSESU do not permit initiations. Initiations are defined as: *“An event at which members of the group are expected to perform an activity as a means of gaining credibility, status or entry into that group. This peer pressure is normally (though not explicitly) exerted on first year students or new members and may involve the consumption of alcohol, nudity and behaviour that may be deemed humiliating”.*
- Social activities such as welcome evenings, team meals, social nights, trips away and celebration events that welcome new members and give a positive first impression of LSE life are encouraged.
- The following rules must be followed:
  - All activities must be opt-in for members to participate in and have no bearing on the acceptance into the student group or team selection.
  - Peer pressure must not be exerted on individuals.
  - Activities must not be humiliating, unlawful or degrading.
  - Activities must not involve the forced consumption of any fluid/substance
  - Taking of alcohol to the activity/event must not be made a condition of attendance.



- Where alcohol consumption forms part of an activity, a non-alcoholic soft drink alternative must be readily available to all members.
- Activities must not bring the reputation of LSESU, the School, or the student group into question or disrepute.
- All welcome activities must have a [LSESU Events Form](#) and risk assessment approved by a member of LSESU Staff prior to the event taking place.
- The organiser of the event and the President(s) of the group will be held responsible for any initiations that takes place.
- The above guidelines are also applicable to all events and activities carried out throughout the year by student groups.

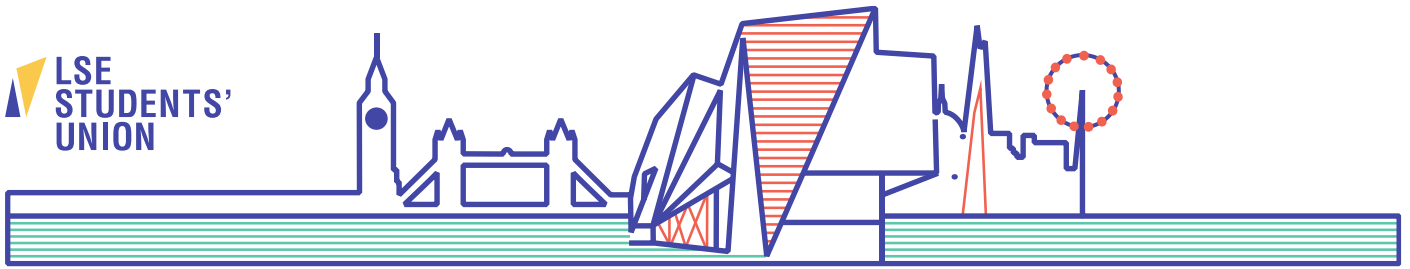
## **5. MISCONDUCT**

- The following may be considered misconduct by any Union member while on Union managed premises, at a Union-organised event or an event organised by a recognised Union society, club, campaign group, representative association or media outlet, or elsewhere while on Union business, or representing the Union, or society etc., in an official capacity, including as a volunteer:
  - Conduct detrimental to the reasonable enjoyment of Union facilities by other members of the Union.
  - Action that is or could be detrimental to the social life or good standing of the Union.
  - Verbal or physical abuse or harassment of another person in a willful manner.
  - Willful or negligent damage to, loss of, or unauthorised removal of Union property or property under its control.
  - Breach of the current Union Equality, Diversity & Inclusion Policy, or other policy regarding behaviour on Union premises or at Union events.
  - In the case of an elected or appointed officer or representative, breach of any duties or responsibilities of the post under the Constitution or within the role description.

## **6. BREACH OF CODE OF CONDUCT**

### **Informal resolution**

- Some minor and low-level cases of misconduct and poor performance are best dealt with informally, without the formal disciplinary procedure.
- Such an approach may be appropriate in cases including but not limited to minor disagreements in student groups or matters where allegations may have been made in error.



- As appropriate, early-stage discussion, mediation or conciliation may be facilitated between those involved provided all parties agree. In such instances complaint handlers may recommend an informal course of action to address the matter.
- If you believe another member has breached this Code of Conduct, you should raise your concerns with an LSESU staff member.

### Formal investigation

- When the issue cannot be satisfactorily resolved informally or the alleged infraction is serious enough to be dealt with formally under the Code of Conduct, this will lead to an investigation under the [LSESU Members Complaints and Disciplinary Procedure](#).
- If you believe another member has breached this Code of Conduct, you should raise your concerns formally under the guidance outlined in the [LSESU Members Complaints and Disciplinary Procedure](#).
- Sanctions may be imposed on student groups or individual members found to be in breach of this Code of Conduct. If an incident occurs at the end of a season or academic year, the sanctions may be levied for the following year(s).