

Code of Conduct

SECTIONS

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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 students who are currently registered with the LSE, (unless they choose to opt-out of Union membership).
- 'Associate Members' are those who are not current registered students at the LSE but may be permitted by the Board of Trustees to join the Union's clubs, societies and activities (often by purchase of an Associate Member fee). Associate members are not permitted to stand for election or participate in the democratic processes of the Union, and may include LSE students who have opted-out of Union membership, as well as alumni. Where this Code refers to Members, this includes Associate Members.
- 'The School' refers to the London School of Economics and Political Science.

1. PURPOSE

London School of Economics Students' Union (LSESU) is committed to promoting an inclusive, collaborative and respectful environment where everyone is treated equally and fairly. We are dedicated to providing experiences that are free from harassment, discrimination and bullying of any form.

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. We will share this Code of Conduct widely, including on the LSESU website, so that every member knows their responsibilities and rights.

In line with LSESU's Byelaw 1 (section 104) all members, shall be subject to the Union's Code of Conduct which protects the membership and sets out expected behaviours of all who engage in the Union. This Code should be read in conjunction with the [LSESU Student Group Regulations](#).



2. SCOPE

This Code of Conduct applies to:

- Members and Associate Members as defined in the Articles of Association
- Students who have opted out of Union membership but who are taking part in Union activities as permitted in accordance with the Education Act 1994 Section 22.
- This Code applies equally to individuals and groups of members. This includes volunteers, Representatives (including Sabbatical Officers, Academic Reps, Part-Time Officers, Democracy Committee members, and Academic Sub-Committee members), Student Group Committee members, Club Captains, members of Societies, Sports Clubs and Student Groups.

The Code of Conduct does not apply to the conduct of the Union's staff as there are specific employment policies which fulfil this role negotiated and agreed through formal workplace processes. There is also an additional Code of Conduct for Trustees of the Students' Union.

All Members of the Union are responsible for familiarising themselves with LSESU Policies, Student Group Agreements and Procedures available on the LSESU website. Ignorance of Union policies and procedures will not be accepted as a defence in the event of an allegation of misconduct.

The Code of Conduct applies to any action that:

- Takes place in any LSESU space; OR
- Is committed while using LSESU facilities or attending a LSESU event or activity, both in-person or online; OR
- 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, or online (e.g., via social media) OR
- Takes place whilst undertaking an activity or event supported by LSESU (e.g. by LSESU student groups).

Alleged misconduct from the above list that may constitute a criminal offence and is subject to investigation by the police, may not be considered until relevant processes have closed.

The Code of Conduct does not cover:

- Alleged misconduct in relation to elections or referendum which will be dealt with under the relevant Byelaws and election or referenda rulebook.

The expectations set out in this Code of Conduct are subject to LSESU's duty to secure free speech. In implementing these documents, LSESU will take reasonably practicable steps to secure free speech within the law and ensure that any restrictions on free speech are proportionate.



3. EXPECTED BEHAVIOURS

All members must comply with 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;
- Members must respect the rights, dignity and values of others within the law and ensure that behaviour is free from discrimination and harassment. Incitements to violence and anti-social behaviour, or speech that is delivered in a manner that is violent, causing harassment or intimidation or otherwise causing a breach of the peace is not acceptable.
- Members must comply with the [LSE's Code of Practice on Free Speech](#) and avoid conduct which seeks to prevent others from exercising their right to free speech within the law or prevents others from participating in a Union or student group activity or event. LSESU will not tolerate criminal activity, bullying and harassment, public order offences and other unacceptable behaviour outside of the scope of protected speech. LSESU recognises that free speech within the law is protected, as defined by LSE's code, whereas unlawful speech is not protected. LSESU will balance free speech protections against other relevant considerations where this is lawful and appropriate.
- Members must not wilfully or knowingly put the health, safety and welfare of others at risk.
- Members must not interfere with, prevent or block democratic processes of the Union.
- Members must not cause wilful damage to property or permit unauthorised access to Union or School premises, nor permit their guests to cause damage to property.
- Members must respect the confidentiality and reasonable privacy of others whilst acting with due regard for the safety of others.
- Members must always abide by the law, and must not willingly or knowingly cause the Union to break the law.

For Student Group 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 in social activities;
- Members should not carry out, take part in or promote 'initiation' or 'initiation type' activities (see Appendix 1)
- When competing in events and competitions, members must compete in a manner of fair play with respect for opponents regardless of the nature of the competition.
- Members must treat facilities, staff and students at LSESU, the School and other institutions with respect and abide by any rules that may apply;



- 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 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.

For Elected Representatives and Student Group Committee Members

In addition to the above, Members who hold elected office will:

- Carry out the duties and responsibilities of their elected role in good faith and behave with due care in the discharge of their duties.
- Seek to be accountable for their role and cooperate with any appropriate and reasonable scrutiny.
- Uphold the democratic principles of LSESU and adhere to the [7 Principles of Public Life](#) whilst performing their elected duties, to the best of their ability.
- Comply with any relevant policies, including LSESU financial regulations in the appropriate use and management of funds.
- Respect the confidentiality of any meetings where confidentiality is required.
- Not knowingly or wilfully misrepresent the views or the policies of LSESU.
- Act solely in the best interest of LSESU and not gain unauthorised financial or other material benefits from LSESU or in connection with their role.

4. BREACH OF CODE OF CONDUCT

LSESU and its Trustees have a responsibility to all Members to monitor and uphold this Code of Conduct.

An alleged breach of the Code of Conduct will be thoroughly and fairly investigated in accordance with the [Members' Complaints and Disciplinary Procedures](#).

LSESU may also refer an alleged breach of the Code of Conduct to the School, should the matter breach the School's standards of behaviours for students. Consideration on referrals to the School will be given on a case-by-case basis. Reports of sexual harassment, misconduct or violence, bullying and harassment or physical violence are examples of behaviours likely to be referred to the School for consideration.

Should a complaint be considered under the LSE Student Code of Conduct, LSESU may be informed of any outcomes and may consider further action under the Union's Code.

If a Member's conduct is found to be in breach of any part of this Code of Conduct, some of their rights and privileges of membership may be suspended, removed, or their membership may be terminated. The

disciplinary procedure to be followed if a Member is alleged to be in breach of this Code is set out in the Members' Disciplinary Procedures.

APPENDIX 1: 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”.*
- The following rules must be followed for all social activities:
 - 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 activities must have a [LSESU Events Form](#), event budget (where assigned) 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.

This version of the Code of Conduct will remain in effect until superseded.

Dated:

Approved by: LSESU Board of Trustees

Date of next review: June 2027