

LSESU Members' Disciplinary Procedure

Policy Name:	LSESU Members' Disciplinary Procedure
Approved By:	LSESU Board of Trustees
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Date of Next Review:	June 2027 This procedure will be reviewed after the first year of operation and thereafter every three years, unless new operational practices, legislation, regulations or best practice guidelines indicate that an earlier review is required.
Policy Owner:	Caroline Crawford, Head of Governance & Compliance
Brief Description:	This procedure ensures that LSESU members are treated fairly when incidents of alleged misconduct occur. The procedure applies to all LSESU members (students at the London School of Economics and Political Science), including associate members. The Members' Disciplinary Procedure should be read in conjunction with the Members' Complaints Procedure, which is the starting point for complaints. The Members' Disciplinary Procedure may be applied should matters require escalation during the process of a complaint, or as part of an initial complaint assessment, or where incident reports are raised by Union staff that necessitate consideration for disciplinary action.
Version	V3

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1. The LSESU Members' Disciplinary Procedure

1.1 Purpose

LSESU is committed to safe and positive experiences for all our members, and as a charity we have a responsibility to safeguard our spaces, resources and assets for current and future members. This procedure is designed to deal with any alleged misconduct by Union members in a fair and considerate way.

1.2 The Members' Complaints Procedure is the starting point for any complaint within the scope of the Union's powers. The Members' Disciplinary Procedure may be implemented at any point of a complaint or incident, should an escalation of processes be required. The procedure may be applied where:

1.2.1 allegations are of potentially serious misconduct (see section 5 below),

1.2.2 for repeat offences,

1.2.3 redress or penalties already applied have failed to achieve the desired change in behaviours.

Disciplinary Procedures may also be applied for incidents of alleged misconduct by members or LSESU student groups reported by Union staff or others during the course of LSESU events, activities or in our spaces.

1.3 The procedure is used to investigate and address alleged misconduct by:

- LSESU members (including Associate Members),
- LSESU student groups (clubs, societies or other affiliated or recognised Union groups).

1.4 This procedure applies to any LSESU members while in Union-managed spaces, including:

- LSESU licensed bars and trading outlets,
- Union-organised events or activities,
- Events or activities organised by a recognised (affiliated) LSESU student group,
- While on Union business, or while representing the Union in an official capacity, including as a volunteer.

1.5 For the avoidance of doubt, a disciplinary matters against a member or student group when engaged in LSESU events or activities raised by a member of the public, a member of Union staff, a member of LSE (School) staff, or a third-party supplier, may also be considered under this procedure.

1.6 Where references in this procedure are made to 'members', this includes associate members.

1.7 In cases where this disciplinary procedure is being applied to a LSESU student group, the group President or lead officer will represent the group and any penalty will be applied to the group. The requirements of any relevant Student Group Agreement and associated Regulations will be applied.

1.8 In implementing this procedure, LSESU will take reasonably practicable steps as part of its duty working alongside the School, to secure free speech within the law and ensure that any restrictions on free speech are proportionate. LSESU will not tolerate criminal activity, bullying and harassment, public order offences and other unacceptable behaviour outside of the scope of protected speech, and will balance free speech protections against other relevant considerations where this is lawful and appropriate. (See also 5.1 and 8.1 below).

1.9 Timescales provided are in working days, ie generally Monday to Friday between 9.00am and 5.00pm (except for Bank Holidays and other [LSE closure days](#)). The Union aims to work within the specified timescales but where cases are more complex, or require more time to resolve, the parties to any action will be notified of any changes.

2. When should a different procedure be used?

2.1 This procedure should not be used if the actions being investigated relate to complaints about:

- LSESU Elections or Referenda,
- LSESU staff, or student staff in their roles as staff member of the Union,
- LSESU Trustees,
- LSESU Student Officers' political performance.

2.2 To find out more and read associated policies and procedures visit our [website](#).

3. Support, adjustments and equality

- 3.1 Being involved in a disciplinary investigation can be stressful and difficult. Any investigation under this procedure will be undertaken with appropriate discretion, care and consideration. All steps in the process will remain fair and in line with LSESU's [Equality and Diversity Policy](#).
- 3.2 Reasonable adjustments to the procedure can be made to accommodate members defined as disabled under the [Equality Act 2010](#).
- 3.3 Support for members is available via the [LSE Student Wellbeing Service](#) and 24/7 support is also available via [Spectrum Life](#). Details of other support services is available on the [LSE website](#).

4. Protection of confidentiality

- 4.1 LSESU is committed to dealing with disciplinary issues discreetly, protecting the confidentiality of those involved. No member, LSESU Student Executive Officer, Staff member or Trustee should comment publicly on any incident or complaint that is being dealt with under this procedure, and no formal reports will be published.
- 4.2 LSESU will not tolerate the harassment or victimisation of anyone raising a genuine concern under our Whistleblowing Policy. Anyone who retaliates against a whistleblower as part of these procedures will be subject to disciplinary action. Please refer to the Whistleblowing Policy regarding revealing confidential information as part of a whistleblowing complaint.
- 4.3 Where an incident, complaint or action taken under this procedure has an impact on the wider student community, or has the potential for reputational damage for the Union, the LSESU may choose to issue some form of statement or information. The method and nature of any announcement will be notified in advance to the member or group who are the subjects of any statement or information to be issued.

Any breach of confidentiality (including use of social media) regarding disciplinary processes, investigations, or outcomes by any party to a complaint or an incident report, may result in immediate escalation under the disciplinary procedure. Any breach of confidentiality will be taken into account when determining any penalties to be applied.

5. What does LSESU mean by misconduct?

- 5.1 The following may be considered misconduct by a member or LSESU student group:
 - Behaviour that has a negative impact on other people, adversely affecting the reasonable enjoyment of Union spaces or facilities, including student group events or activities, such as excluding behaviour or actions that cause, or are likely to cause, alarm or distress,
 - Causing serious harm, such as verbal or physical abuse or harassment including incitement to violence or anti-social behaviour, defamation, public order offences, racially or religiously aggravated offences, hate crime, discrimination, bullying or harassment (see also 8.1 below)
 - Theft, misuse of funds or damage to property,
 - Actions that are in contravention of LSESU's values and likely to damage the reputation of LSESU or the LSE (the School). Examples may include preventing others from exercising their right to free speech, preventing or blocking democratic processes of the Union
 - Actions that knowingly or willingly expose LSESU to potential legal action,
 - A failure to comply with LSESU disciplinary penalties.
- 5.2 Safe, respectful and positive online experiences and spaces are as important as physical ones, and misconduct online will be investigated under this procedure.

- 5.3** At any time during disciplinary procedures, LSESU may refer the case to the LSE (the School), the police or any other appropriate body e.g. National Sporting Governing Bodies. If a case is referred to another authority, LSESU disciplinary proceedings may be suspended until the external procedures are completed. The Union reserves the right then to complete its own disciplinary proceedings.

6. Conflict of Interests

- 6.1** To avoid any real, or perceived bias in the investigation and decision-making of any disciplinary proceedings, the LSESU Trustee Board, General Secretary or CEO will have the authority to delegate decision-making to any other non-conflicted trustees or member of the Senior Leadership Team, and may involve independent, external investigators. All efforts will be made, where possible, to ensure that no person involved with, or closely connected to disciplinary incidents has a decision-making role in this procedure.

7. Immediate Action: incidents in LSESU licenced spaces

- 7.1** A member may be immediately removed and suspended from LSESU venues pending a disciplinary investigation. This will be in incidents where it is necessary to uphold licensing conditions, and ensure the safety of people and property. This action may be taken as a precautionary measure pending investigation, and will not prejudice the outcome of any further disciplinary procedures. The decision to suspend will be made by the relevant LSESU manager on duty or, if it relates to an incident in one of our licensed premises, by a LSESU licensee (Venue & Bar Manager).

- 7.2** See also the LSESU [Alcohol Policy](#).

8. Immediate Action: incidents in other LSESU spaces, events or activities

- 8.1** A member may be asked to leave, or be removed, from LSESU spaces pending a disciplinary investigation in incidents where there is an immediate risk to people or property. This may include a temporary suspension, as a precautionary measure, from participating in events or activities, or not being permitted to attend Union spaces (such as Athletics Union Club Nights for alleged sports club misconduct), pending completion of investigation procedures. This will not prejudice the outcome of any further disciplinary procedures.
- 8.2** The decision to take this action can be made by any LSESU member of staff. Immediate action to close an event or activity can be taken in accordance with LSESU policies relating to incitement to violence or anti-social behaviour including defamation, public order offences, racially or religiously aggravated offences, hate crime, discrimination, bullying or harassment.

9. Immediate Action: alleged criminal behaviour and police involvement

- 9.1** Where there is reason to believe a member has committed a criminal offence the police may be called, and the member may be suspended from all LSESU spaces and activities until such time as police involvement has been completed, when disciplinary procedures may be resumed. This will not prejudice the outcome of any further disciplinary procedures.
- 9.2** In most cases of alleged criminal behaviour, and in all cases where the police are called to investigate an incident or complaint, a report will be made from LSESU to the School. This action will be taken in line with the Collaboration Agreement and Data Sharing Agreement in place between the Union and the School.

10. FORMAL PROCEEDINGS - Stage 1: Report stage

- 10.1** An incident report is received by the LSESU and reviewed by a delegated Adviser to the Disciplinary Procedure, who will be a member of Union staff.

10.2 An incident report is generally an internal action and can be made by:

- A LSESU member of staff
- A referral from the LSE (including academic or security staff involved in any aspect of managing a Union event or activity).

10.3 An incident report indicates a matter which might be subject to disciplinary action as defined in paragraph 5, (What constitutes misconduct, above) of this procedure.

10.4 A delegated non-conflicted Sabbatical Officer or Student Trustee will be appointed as the Disciplinary Deciding Officer for this procedure, including during any Disciplinary Panel process.

10.5 The **Disciplinary Deciding Officer** is notified of and reviews the report with any relevant initial evidence and recommendation from the Advisor, and decides:

- There is no case to answer or no further action will be taken [outcome A]
- A formal written warning will be given, which may include actions to remedy the misconduct [outcome B]
- Further investigation is needed [stage 2]
- The incident is serious and should be referred directly to a Disciplinary Panel [stage 3]

10.6 The member who is subject to disciplinary procedures will be informed of the decision, in writing, within **10 working days** of the receipt of the incident report. This communication will include:

- Details of the allegation
- A copy of the Members' Disciplinary Procedure
- Information about what will happen next.

10.7 The member will be permitted to respond to the allegations and appeal against the disciplinary measures. See also section 3 (Disciplinary Panel) and section 4 (Appeals).

10.8 The incident report is recorded in the Disciplinary Log (see also paragraph 15 below).

11. FORMAL PROCEEDINGS - Stage 2: Investigation Stage

11.1 The Members' Disciplinary Procedure should be read in conjunction with the Members' Complaints Procedure, which outlines the investigation processes to be followed.

11.2 Where investigation has been completed under the Members' Complaints Procedure, and the outcome determined is a referral to the Disciplinary Procedure, please see Stage 3 Disciplinary Panel below. (see 12 below).

11.3 Where investigation is required under the Members' Disciplinary Procedure, and has not been already completed under the Members' Complaints Procedure, the Advisor to the Disciplinary Procedure will appoint an **Disciplinary Investigator**. The investigator will be a LSESU manager not previously involved in the case, or could potentially be an external investigator depending on any specialist expertise required and/or availability of LSESU staff resources. The disciplinary investigation process will follow that used in the Members' Complaints Procedure.

11.4 The member subject to the alleged misconduct will be informed in writing of the investigation, confirming:

- The details of the allegation/s
- Any applicable policy, procedures, codes of conduct, regulations or agreements that might apply for the investigation
- The name and contact details of the investigator.

- 11.5 The member will be provided with an opportunity to respond to the allegation/s, and whether this will be in writing, face to face, by telephone, or by video conference. Members will be provided with **five working days** in which to respond to the allegations made and to submit any supporting evidence for consideration by a panel. A minimum of **five working days' notice** will be given for any meetings and any written statement or evidence submitted by the member, will be provided to the panel in advance of the meeting.
- 11.6 In cases of serious incidents of alleged misconduct, which may be considered potential criminal behaviour, the Union may ask the member for a more immediate response to the allegations (**ie within 48 hours**).
- 11.7 A friend or representative may attend meetings with the member, not acting in a legal capacity. A friend or family member is permitted to attend to provide support, but not to speak on behalf of the member unless by written prior agreement with the investigator (for example where support or adjustments are requested under the Equality and Diversity Policy).
- 11.8 The disciplinary investigator will review all evidence, and may request additional evidence, or information from witnesses, as required to determine the details of the alleged misconduct.
- 11.9 If no response from the member is received, or the member decides not to engage with the process, the investigation will be concluded based on the evidence available.
- 11.10 The investigator will present the statements, evidence, findings and recommendation to the Disciplinary Deciding Officer (or other delegated non-conflicted decision-maker). The Advisor to the Disciplinary Procedure will assist the Deciding Officer in their deliberations.
- 11.11 The Disciplinary Deciding Officer, or other delegated non-conflicted decision-maker, will review the findings and documents with the Advisor to the Disciplinary Procedure and decide one of the following:
- There is no case to answer or no further action will be taken [outcome A]
 - A formal written warning will be given, which may include actions to remedy the misconduct [outcome B]
 - The incident is serious and should be referred directly to a Disciplinary Panel [stage 3].
- 11.12 The investigation will normally be completed within **20 working days**. However, if more time is required, the member will be informed of the reasons with an updated timeframe for the conclusion of enquiries.
- 11.13 The member will usually be informed of the outcome decision, and the reasons for the decision, in writing within **10 working days** of the Disciplinary Deciding Officer receiving the report and recommendations.
- 11.14 Any request by the member for a Disciplinary Panel review of penalties applied, should be made by the member within **5 working days** of being informed of the penalty.

12. FORMAL PROCEEDINGS - Stage 3: Disciplinary Panel Stage

12.1 A Disciplinary Panel will be convened in the following circumstances:

- 12.1.1 Where the outcome of a complaint or disciplinary investigation determines that the alleged misconduct (as outlined in section 5 above) is sufficiently serious to warrant consideration by a Disciplinary Panel,
- 12.1.2 Where the alleged misconduct under investigation may result in a potential decision to suspend or exclude a member from the Union, or to de-ratify/disaffiliate a LSESU student group,
- 12.1.3 If the member subject to disciplinary proceedings requests this following the initial outcome penalty applied after Stage 2 above,
- 12.1.4 In other circumstances as determined by the Board of Trustees, or nominee acting under delegated authority from the Board.

12.2 The Disciplinary Panel will be made up of three people, and will include at least one LSE student (ie not an Officer, Trustee or Staff member):

- The Disciplinary Deciding Officer (who will chair the Panel, acting under delegated authority from the Board of Trustees)
- LSESU Director, Head or Manager
- Elected LSESU representative (Academic Rep or Part-Time Officer), or other official Union student representative.

12.3 In cases where there is a real or perceived conflict of interests, the Board may determine that a Lay Trustee (non-student) should chair the Disciplinary Panel.

12.4 The member will be given a minimum of **5 working days'** notice date of the Disciplinary Panel meeting. This notification will include copies of any statements and documents provided for the Panel's consideration in advance of the panel meeting. Any witness statements may be summarised and redacted to protect the identity of individuals.

13. **Proceedings of the Disciplinary Panel meeting**

13.1 A friend or representative may attend the panel meeting with the member, not acting in a legal capacity. A friend or family member is permitted to attend to provide support, but not to speak on behalf of the member unless by written prior agreement with the Disciplinary Deciding Officer (for example in the event of any support or adjustments required under the Union's Equity & Diversity Policy).

13.2 The disciplinary investigator will present the case, with their findings (in person and/or in writing).

13.3 The member will be given an opportunity to present a statement, any additional evidence including witness statements, and to draw to the Panel's attention any mitigating factors.

13.4 The Disciplinary Panel members will be able to ask any questions in relation to the evidence or information provided. If required, the Panel may ask for a period of private deliberation in between each interview, but the final outcome discussion must take place only after all information and evidence has been considered.

13.5 The member will be asked to leave the meeting for the Panel to deliberate in private.

13.6 The Disciplinary Panel can decide:

- The allegation is not upheld, and no further action will be taken [outcome A]
- The allegation is upheld and,

- The misconduct will be classified as minor, moderate or severe
- The penalty applied – precedent penalties will be used to ensure consistency and fairness (see Appendix One below for precedents).

13.7 The decision of the Disciplinary Panel will be confirmed by the Disciplinary Deciding Officer in writing to the member within **10 working days** of the conclusion of the panel meeting (which will be considered as the point at which the Panel has completed their deliberations). This notification will include, as applicable:

- Details of the misconduct that resulted in the Disciplinary Panel hearing
- Any disciplinary penalties applied
- The length of time any written warning will last (including the date it ends)
- The timescale of any suspension and which membership rights are being suspended
- Any recommendations, or actions required to prevent further misconduct
- Confirmation whether the issue has been reported to the LSE (the School) or any other external regulatory body (see Appendix One)
- Brief reasons for the decision
- If the penalty is likely to impact on the wider student community, confirmation of how the penalty may be communicated (see 4.3 above)
- Details of the appeal process (Stage 4).

14. Stage 4: Appeals stage

14.1 An appeal against the decision of the Disciplinary Panel can be considered on one or more of the following grounds:

- 14.1.1 There is evidence of a significant procedural error in the investigation of the complaint, which significantly contributed to the outcome;
- 14.1.2 Significant new evidence, which throws doubt on the outcome, has come to light which could not have been made available during the initial investigation;
- 14.1.3 The decision made is otherwise flawed, or could be considered wholly unreasonable (outside the range of decisions that might be considered reasonable).

14.2 LSESU reserves the right to re-open a case in the event of any evidence of procedural flaw, or significant new evidence coming to light, that was not previously available in the initial investigation.

14.3 Appeals should be made in writing to the LSESU General Secretary (or Chief Executive subject to any conflicts of interest) within **10 working days** of notification of the Panel's decision.

14.4 The LSESU General Secretary (or Chief Executive subject to any conflicts of interest) or their nominee, will determine the most appropriate method of conducting the review, and communicate in writing the result of the appeal and the reasons for the decisions taken within **28 working days**.

14.5 If the General Secretary or Chief Executive has been earlier involved in the decision-making on the disciplinary process, an alternative non-conflicted member of the LSESU Senior Leadership Team, or alternative non-conflicted person such as a Lay Trustee or independent third party, will consider the appeal.

14.6 Possible outcomes of an appeal are:

- The appeal is rejected (dismissed) and the original decision is upheld.

- The appeal is upheld (accepted) and the disciplinary penalty is removed or modified.
- Further investigation is required to assess any new evidence provided, or to review any potential flaw in the procedure.

15. Recording Discipline

15.1 Records of disciplinary action will be kept in the LSESU logs, detailing:

- The complaint or incident report leading to disciplinary action.
- The member's response to the allegations made, including information provided in defence or mitigation.
- The disciplinary penalty imposed and the reasons for it.
- Whether an appeal was lodged and its outcome.
- Dates for the start of the disciplinary process, and completion of procedures.

15.2 Details of disciplinary action will be held to comply with the LSESU bye-laws, or to apply temporary or permanent bans from licensed premises, as applied under the LSESU Alcohol Policy.

15.3 The records are to be kept confidential and retained in line with the Student Privacy Policy.

16. Outcomes

16.1 The following outcomes are possible at the relevant stages of the Disciplinary Procedure. The table and chart below illustrate the appropriate routes through the procedure, when outcomes and referrals are required.

OUTCOME	ACTIONS
Outcome A	- No further action will be taken - A completion of procedures letter will be issued
Outcome B Formal Warning	- A formal warning will be issued in writing by the Disciplinary Deciding Officer - The member has the right to contest this warning, in writing (by email) within 10 working days of receipt of the warning. If the warning is contested, the matter will be referred to Stage 3) Disciplinary Panel Stage. - If the warning is not contested the procedure will come to an end. The warning will remain on the members' Union record for one calendar year (in line with the Student Privacy Policy) - The formal warning letter will take the form of a completion of procedures letter. - A breach of a Formal Written Warning will result in escalation to Stage 3) Disciplinary Panel Stage
Outcome C Referral to Stage 2	- Disciplinary Investigation is warranted. Refer to Stage 2) Investigation Stage - Disciplinary Panel is warranted. Refer to Stage 3) Disciplinary Panel Stage
Outcome D Allegation Upheld	Disciplinary Panel upholds the allegation and applies a penalty [appendix 1]

17. Appendix One: Precedent Penalties

Normally precedent penalties should be used in order to ensure consistency and fairness. The penalties outlined below are not exhaustive; the Disciplinary Panel may choose a different penalty. If this is the case, the Panel should record their reasons as to why they chose a different penalty. This would usually happen where the incident had particular mitigating or aggravating factors, or the situation was unusual and the Panel felt it needed to set a new precedent.

Conditions of Membership

"The Trustees have the power to suspend or withdraw benefits of membership in the event of a member failing to comply with the requirements and conditions of membership and any code of conduct that may be in force." The Panel Chair acts under delegated authority from the Board of Trustees to determine, in consultation with the other Panel members, the penalty to be applied to members or LSESU student groups.

LSESU staff may apply an immediate ban to remove a member from licensed premises pending further consideration under the disciplinary procedure (see * below).

In all cases of misconduct, LSESU reserves the right to suspend or ban a member from a student group. Or, where the member is an official of a committee of a student group, LSESU reserves the right to suspend or remove the member from such position and will discuss with the group the need for a replacement.

Under the LSESU Student Group Regulations and Agreements, a student society or group may be put into "Special Measures" or disaffiliated.

Members who have had complaints upheld against them, or been subject to disciplinary penalties on grounds of misconduct, may face a written sanction that they are not permitted to stand for any LSESU elected office, without the express written permission of the Board of Trustees.

In all cases of severe misconduct in the precedent penalties below, LSESU may choose to apply a lifetime ban from membership (eg for the duration of their time at the School). Such cases will be reported as a matter of course to the LSE (the School).

As appropriate, the penalties applied below may include a request to complete Active Bystander and/or Consent Matters online training modules

	Examples	Typical minimum penalty (time limits apply to suspension from access to a specified LSESU Space, Service or Activity)
Behaviour that has a negative impact on other people		
Minor	One-off or minor examples of disorderly, or offensive misconduct in person, or in writing (including electronically).	A formal written warning and/or immediate ban from LSESU spaces or activities (including licensed spaces) for up to two weeks (*)
Moderate	Repeated or moderate examples of disorderly, or offensive misconduct, including minor physical violence (pushing, shoving) and moderate abuse either of health and safety rules, or of equipment, that endangers LSESU people, property or reputation.	Up to 12 weeks suspension of Union membership, exclusion from LSESU venues and activities. (period of suspension to apply when the Union spaces are open)
Severe or repeat offences	- Aggravated examples of disorderly, offensive, or threatening behaviour. - Physical violence (punching, kicking, biting). - Sexual harassment (touching or kissing without consent, showing sexual organs or sharing sexual pictures without consent, following someone without good reason, making unwanted remarks of a sexual nature). - Drunk and disorderly (being found drunk while using threatening, abusive, or bullying words or behaviour) causing others to feel fearful, alarmed or distressed – see 5.1 above). See also influence of illegal drugs or substances below.	Up to a lifetime ¹ ban from Union membership, exclusion from LSESU venues and spaces, and student activity groups, and referral to the School and any other authorities as necessary.
Misuse of funds or property, theft or other action that deprives other members of their benefits		
Minor	Misapplication or misuse of funds or property with a value of up to £50	One term suspension of membership + referral to institution and authorities as necessary + cost of repair and or replacement to property

¹ Note: "Lifetime" ban – is for the duration of membership of LSESU, ie the duration of time at the London School of Economics.

Moderate to severe	- Misapplication or misuse of funds or property with a value of over £50, - Repetition of the minor offences above.	One year suspension of membership + referral to institution and authorities as necessary + cost of repair and or replacement to property (this may include a donation to a charity of the Panel's or complainant's choice to the amount of the damage or loss).
Actions that are in contravention of LSESU's policies and procedures and likely to damage the reputation of LSESU		
Minor	Failure to follow LSESU Policy or Procedure	A formal written warning
Moderate	Failure to follow LSESU policy or procedure that creates a risk of harm to LSESU people, or reputation including failure to follow external speakers' policy.	One term suspension of membership, exclusion from LSESU venues and activities
Severe or repeat offences	Failure to follow LSESU policy or procedure that results in damage to LSESU people, or reputation, including repeated failure to follow external speakers policy	One years' suspension of membership, exclusion from LSESU venues and activities, de-ratification of society or club, removal from BUCS
Use of illegal or controlled substances		
		One year exclusion from LSESU membership, including LSESU venues and spaces + referral to institution and authorities as necessary
Distribution of illegal or controlled substances		
		Lifetime + referral to institution and authorities as Necessary Note: "Lifetime" ban – is for the duration of membership of LSESU, ie the duration of time at the LSE (the School).
Actions that willingly or knowingly expose LSESU to risk of legal action:		
Failure to remove potentially libelous or illegal material from LSESU ratified student group webpages, social media feeds or other communications after being advised (based on independent legal opinion) that such material exposes LSESU to risk of legal action: Such failure may result in the suspension or removal of an elected official, or all or part of a committee for a student activity group, club or society. Ultimately, such failure may result in the de-ratification of the student advisory group and the withdrawal of funding and LSESU staff resources.		
Disciplinary action in relation to elected officials of LSESU ratified student activity groups:		
In cases of alleged failures on the part of elected committee officials to carry out their duties as required by the Student Group Regulations or Agreements, contact su.complaints@lse.ac.uk for details for removal of elected officials under procedures set out under the bye-laws.		
In cases of allegations of misconduct by individual members of LSESU student groups, (including elected committee members in their individual capacities as members), complaints should be referred to LSESU for consideration under the Members' Complaints Procedure.		

Appendix two: related policies and procedures

Related Policies: The following list is not exhaustive. Please check with the policies and procedures sections of the LSEU or LSE websites.

1. Members' Disciplinary Procedure 2026
2. Members' Code of Conduct
3. Equity & Diversity Policy
4. Elections Regulations
5. Whistleblowing Policy

6. Student Activities Code of Conduct and related Agreement and Regulations
7. External Speaker Policy and Procedures
8. LSE Code of Practice on Free Speech