

*Policy on University of Lincoln Students' Union Sports and
Societies Social Events and Inductions
2009/10*

1. Introduction

It is the University of Lincoln Students' Union mission to provide the best experience for our students. The Sports & Societies department of the University of Lincoln Students' Union has a duty to ensure it upholds the name of the University of Lincoln's Students' Union and to ensure that it is acting within the best interest of our students. The Sports & Societies department has a duty to ensure that members can participate in all student activities in a safe, non-threatening and enjoyable environment.

1.1 The University of Lincoln Students' Union adheres to the University of Lincoln's code of conduct which applies to **all** students enrolled at the University. It is a guide as to what the University expects from the student and what actions the student can expect to take if they breach the code.

Misconduct is improper interference with the functioning or activities of the University, or those who work or study in the University, or action which otherwise damages the good name of the University.

(University of Lincoln, University Regulations 2008/2009 p.37)

2. Accountability of Clubs, Teams and Societies

2.1 Each club, team or society is accountable to the VP Sports & Teams and VP Societies & Activities, the Students' Union Executive Committee members, Student Council, Sports Council and Societies Council.

2.2 Decisions made by the Sports & Societies Officers and remaining Executive Committee members are accountable to Student Council.

2.3 Committee members **must** provide written information of the time & date, venue(s) and content of their induction event, to be agreed by the Sports & Societies department (VP Sports & Teams and VP Societies & Activities). The content must adhere to this Policy document.

2.4 Organising committees/individuals will be asked to sign this Policy as an agreement.

3. Inductions and Socials

The Union will not tolerate any discriminatory behaviour and it remains the right of the Students' Union to challenge any discriminatory behaviour, and such behaviour will result in disciplinary measures being taken (see 4. Breach of conduct). The clubs, teams and societies should be advised to hold their inductions **after** trials for selections of squads, teams and clubs have occurred, to reduce pressure on new members.

3.1 The University of Lincoln Students' Union believes the practices of Inductions should not be a dangerous or degrading exercise that jeopardises the safety of members of the Students' Union, nor should they result in negative publicity for the Union and University. The Union believes that Inductions should not hold the risk of unforeseen circumstances that can cause anguish that may affect students both personally and academically.

3.2 Inductions act as a social event (see 3.4) in which members (often new members) of a club, team or society are formally introduced to the existing team and accepted by that team. Inductions **are not** events in which members are expected to perform a task as a means of gaining credibility, status or entry within that club, team or society. The Union will not tolerate any form of peer pressure exerted on these members or any compromise of the member's inherent dignity as a person by forcing or requiring an individual to drink alcohol, eat mixtures of various food items, nudity, physical harm and behaviours that may be deemed humiliating.

3.3 It is the policy of the Students' Union that every student has the right to participate as a full member in **all** activities without attending any social events. Selection for competitive activities should be based purely on their ability, skill, fitness criteria and attendance at training.

3.4 Social Events act as a team building exercise whereby new and existing club, team or society members can meet and socialise with other members. The following aspects must be considered:

- 3.4.1** It is the individuals' choice whether or not they attend any social event. Non-attendance should not be a barrier within the club, team or society.
- 3.4.2** Drinking is opt-in only and shall have no bearing on any team selection.
- 3.4.3** A non-alcoholic alternative **must** be provided throughout. A non-alcoholic alternative is classed as water (tap or bottled), squash, soft drinks, fruit juices, hot drinks (i.e. tea, coffee, hot chocolate) and non-alcoholic beverages (containing no more than 0.05% Abv).
- 3.4.4** Members of the Unions clubs, teams and societies will **not** apply what may be perceived as peer pressure upon individuals in **any** social situation.
- 3.4.5** Violent, indecent, disorderly, threatening or offensive behaviour or language will not be tolerated by the Students' Union
- 3.4.6** Bullying and harassment, including racial and sexual harassment will not be tolerated by the Students' Union.
- 3.4.7** The committee of each club, team or society is responsible for the welfare of all members by taking necessary measures to ensure that an adequate level of safety is maintained at all times.
- 3.4.8** All members of each club, team or society **must** show respect towards members of the public and other members of the University, at all times.

4. Breach of Conduct

4.1 It is our aim to prevent discriminatory behaviour from occurring, but we recognise this is not always possible. In some cases, or where behaviour is persistent, the Union reserves the right to withdraw any/all of our services.

4.2 The decision as to whether any individual, club, team or society has breached this policy will be decided by any of the following:

- VP Sports & Teams and VP Societies & Activities jointly)
- The Students' Union Executive Committee
- Student Council
- Sports Council
- Societies Council

4.3 Any breach of this policy as decided by any of the above groups will result in one or more of the following:

- Closure of the activity
- Funding removed or frozen (including self-raised funds)
- Removal of individuals from BUCS Competition
- Removal of teams from BUCS Competition
- Expulsion from ULSU sports and teams
- Expulsion from ULSU societies
- Disciplinary procedure by the University as stated in the University Regulations 2008/2009 Part D: Conduct and disciplinary regulations for applicants, enrolled students and other individuals registered as candidates for University awards (p. 37)

If any incidents occur at the end of the year/season, the punishments may be levied for the following year.

5. Sports & Societies department Duty

5.1 The Sports & Societies department has a duty to ensure the following are upheld:

- Inductions must be agreed by the Sports & Societies department Sabbatical Officers. Each club, team or society **must** complete the attached form and return it to the Sports & Societies department with the date & time, venue(s) and content of their induction social. The Sports & Societies department Sabbatical Officers reserve the right refuse these submittals and prevent inductions from occurring.
- All Inductions and socials will be subject to “Spot checks” by members of the Students’ Union Executive Committee.
- Upon discovery by any members of the Students’ Union Executive Committee of an event which breaches this policy. That member will have the power to close the event.
- The Sports & Societies department discourages excessive consumption of alcohol and forced consumption of food substances.
- The Students Union Executive Committee fully support this policy.



Induction Form for Sports and Societies.

Club/ Society:

Date and Time of Induction:

Venue:

Content: (What you intend to do, in terms of games etc, please be accurate.)

Anticipated Numbers Attending:

Committee Members Attending: (Full Names and Mobile Numbers)

Name:	Contact Number:
Name:	Contact Number:
Name:	Contact Number:
Name:	Contact Number:
Name:	Contact Number:

We, the undersigned agree to behave in accordance with the University of Lincoln Students' Union Policy on Sports and Societies Social Events and Inductions 2009/2010 whilst representing the University of Lincoln Students' Union and the University of Lincoln during training, socials and competitions (including matches) at home and away.

In signing this document we also understand that we have a responsibility to report to the University of Lincoln Students' Union Sports and Societies staff of any activities that break this code.

Please have two members of the committee sign this document, with the first signature being the President and the second being the member helping with the organisation of the event.

Signed:	Signed:
Print Name:	Print Name:
Position:	Position:
Date:	Date:

Sports and Societies Officer Signature:

Printed:

Date: