

# Bye-Law 10: Student Member

## Code of Conduct

*This Bye-Law sets out the personal conduct expected from all student members when on Union property, representing the Union or taking part in activities and events organised by the Union and its affiliated groups. This Bye-Law should be read in conjunction with Bye-Law 12: Member & Associate Disciplinary Procedure.*

### Purpose

1. To foster a community of dignity, respect and fairness;
2. To reduce the risk of harm, injury, harassment and nuisance to members and the wider community;
3. To protect students and other individuals that take part in York SU activities and events;
4. To promote a safe, welcoming environment for all students.

### Scope

5. **This Code of Conduct applies to:**
  - 5.1. All Student Members of York SU as defined in Section 9 of the [Articles of Association](#);
  - 5.2. The SUMMIT officers, as defined in section 8 of Bye-Law [THE SUMMIT] excluding for accountability matters.
6. **This Code of Conduct applies to any action that:**
  - 6.1. Occurred on York SU premises;
  - 6.2. Is committed while using York SU facilities or attending a York SU event or activity;
  - 6.3. Is committed while a member is representing, acting on behalf of or could be reasonably perceived to be representing or acting on behalf of York SU at any event, during a trip, online (i.e. via Social Media) or in correspondence.

7. Alleged misconduct that may constitute a criminal offence and is subject to investigation by the Police may not be considered until relevant processes have concluded. Precautionary measures may still be applied in this instance.
8. This procedure supersedes all other York SU procedures relating to ratified Student Groups. Any questions or disputes about the most appropriate procedure for handling a particular matter will be resolved by the Supervising Trustee.

## **Expectations & Standards of Behaviour**

9. All Student Members of York SU are expected to:
  - 9.1. Act in accordance with York SU's policies and Bye-Laws and operate within the rules related to the activities in which they participate;
  - 9.2. Avoid any actions or conduct which could bring the reputation of the student group, York SU, the University or sponsors/funders, associates or partners into disrepute or be detrimental to the reasonable enjoyment of the Union by other members and their guests;
  - 9.3. Not participate in any action which may cause damage to themselves and/or others;
  - 9.4. Report any actions that may cause or have caused damage to themselves and/or others;
  - 9.5. Not damage or misuse facilities and property (and property under control) of York SU, the University of York and that of other members and organisations;
  - 9.6. Show understanding and awareness of how their actions may be perceived by others;
  - 9.7. Not pressure or coerce any other individuals into any action with which they feel uncomfortable;
  - 9.8. Refrain from any form of harassment or discrimination of others and respect the rights, dignity and values of others, refraining from

behaviour that is unwelcome, uninvited and causes a detrimental effect;

9.9. Refrain from any behaviour that is defined as sexual harassment, this includes any unwanted verbal, non verbal or physical conduct of a sexual nature that is unwelcome and violates a person's dignity or creates an intimidating, hostile, or offensive environment;

9.10. Not create or share malicious content when using online platforms such as social media, messaging apps, email, groups and forums;

10. Additionally, **Student Groups** at York SU are expected to:

10.1. Ensure that socials (and any related activity) are open to all members and attendance does not have any effect on eligibility to hold membership/involvement in the Student Group or a committee position;

10.2. Not organise initiation ceremonies or activities that can be reasonably perceived as initiations;

10.2.1. Initiations involve events in which members of a group are expected to participate in an activity as a means of gaining credibility, status or entry into that group.

10.2.2. Organised socials must adhere to the following:

10.2.2.1. All activities must be opt-in;

10.2.2.2. Peer pressure must not be applied on individuals;

10.2.2.3. Activities must not be humiliating, unlawful or degrading;

10.2.2.4. Activities must not involve the forced consumption of any fluid, substance or food;

10.2.2.5. Taking alcohol to, or consuming alcohol as part of the activity/event must not be made a condition or expectation of attendance;

10.2.2.6. If activities involve alcohol then non-alcoholic drinks must be made available.

10.3. Be respectful of the University community, local community and teams/groups from other institutions;

10.4. Ensure that Special Events that feature external speakers are approved through the York SU event process;

- 10.5. Ensure that Student Group funds are used in an ethical and appropriate way that are beneficial to the membership and in line with their Student Group aims.

## **Breaching the Code of Conduct**

11. If the standards of behaviour set out in this document are not met, this will lead to an investigation under Bye-Law [MEMBER & ASSOCIATE DISCIPLINARY PROCEDURE]
12. Decisions made in relation to breaches of the Code of Conduct are taken on the balance of probability.
13. Complaints relating to a breach of the Code of Conduct should be made in writing via this [Complaint Submission Form](#) and include information on the individual or group to whom the complaint refers, the nature of the complaint and a preferred course of action to resolve the matter. The complaints team can be contacted via [complaints@yorksue.org](mailto:complaints@yorksue.org)
14. Complaints from reporting parties who wish to remain anonymous throughout the process will not normally be accepted without a compelling reason and/or related evidence. Any such circumstances will be agreed by the Case Handler.
15. A Case Handler will contact the reporting party in question to obtain further information as needed to ascertain whether this is the most appropriate policy for the issue being raised, considering the nature of the issue, the preferred course of action (where appropriate) and any scope for informal resolution.
16. Allegations of misconduct may be taken forward without a reporting party, should York SU become aware of an incident through other means;
17. The Bye-Law [MEMBER & ASSOCIATE DISCIPLINARY PROCEDURE] will be used to manage allegations of misconduct.

## ***Precautionary Measures***

18. Upon receiving a complaint, York SU will make an immediate assessment of risk and where appropriate precautionary measures may be introduced, such as access restrictions and / or incidents may be reported to the University, Police or safeguarding agencies as outlined in more detail in Bye-Law [MEMBER & ASSOCIATE DISCIPLINARY PROCEDURE].

## ***Sanctions for Breaching the Code of Conduct***

19. Any breach of this Code of Conduct will result in York SU disciplinary action. The outcome of which may lead to informal action, such as a requirement for a written apology or a written warning being issued, or the permanent exclusion from specific York SU activities. Further details on this and our appeals process can be found within Bye-Law [MEMBER & ASSOCIATE DISCIPLINARY PROCEDURE]

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