

Initiation and Student Group Events Policy

Document

Initiation and Student group Events Policy

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1.0 Adoption of this policy

- 1.1 This policy was adopted by the Union's Board of Trustees on 3rd October 2017 and will be reviewed no later than September 2019.

2.0 Scope of Procedure

- 2.1 This procedure applies to all affiliated student groups of the Liverpool Students' Union which have an elected committee; the aim of this procedure is to provide clarity around Union rules and regulations on 'initiations' and ensure that Equality, diversity and inclusion are at the forefront of all student group social events.
- 2.2 This policy works in conjunction with the disciplinary policy if it is suspected that a student group is not adhering to the following guidelines, procedures and rules.

3.0 Social activities and events

- 3.1 LiverpoolSU recognises that social events are important to the student experience and contribute to team building, enjoying success and encouraging socialisation and is committed to ensuring the safety and wellbeing of all members participating in social events; and that such participation is free from any unlawful discrimination or any harassment, bullying or intimidation, or other behaviour which may inhibit members' participation in student group activities.
- 3.2 Student groups organising social activities must ensure that they organise in a safe manner without evoking fear of harassment or bullying for all members. All members must adhere to the LiverpoolSU Safe Space Policy.
- 3.3 The President (or equivalent lead representative) of a student group is responsible for ensuring that it is made clear in writing to potential attendees of a social event that Participation in any social activity is completely optional for all members. Student group committees must consider, and allow for, all cultural and personal beliefs, in which members can opt-out of attending events or activities without fear of undue pressure, reprisal, non-selection for teams or any other form of discrimination.

4.0 Rules and regulations

4.1 Specifically the following rules must be complied with by all members as individuals and by all student groups. Any non-compliance with any of these rules may result in disciplinary or other action being taken against the individuals and/or student groups concerned (see Disciplinary policy for full information).

(1) Social events must not involve any unlawful discrimination, or any harassment, bullying or intimidation, and the provisions of the Union's Equality and Diversity Policy must be adhered to at all times.

(2) Initiation activities are not permitted under any circumstances. No initiation activity must be organised, arranged, participated in or condoned.

(3) Non-attendance at social events and/or non-participation in an induction activity must not be a barrier to participation in any other student group activities or linked in any way to the membership of a student group.

(4) No undue peer pressure must be placed upon a member at a social event to do something they may not wish to do or may not enjoy.

(5) Where alcoholic drinks are provided at a social event, non-alcoholic drinks must also be provided as an alternative.

4.0 Initiations

4.1 All forms of Initiations are banned at LiverpoolSU.

4.2 In all cases of alleged initiation the disciplinary policy and procedures would be invoked.

4.3 LiverpoolSU define an Initiation as... an event in which members (often new members) of the club are expected to perform any activity as a means of gaining credibility, status or entry within that club. This peer pressure is normally (though not explicitly) exerted on first year students and may involve consumption of alcohol, eating concoctions of various foodstuffs, nudity and behaviour that may be deemed humiliating.

LiverpoolSU have the right to investigate any issues within clubs and societies.

When investigating initiations or complaints regarding social events we use the below to gauge whether it is deemed an initiation.

- Exclusion – Direct or indirect Discrimination
- Bullying
- Humiliation
- Demeaning
- Abuse – Mental, Physical and or emotional