



Members Code of Conduct

Our student members are our greatest asset, and the Union is committed to creating a student-led, safe, inclusive, and fun environment where everyone feels they can be treated fairly and consistently. It is important that our Members understand the expectations of how to behave as part of our community, the standards of conduct that are expected and the proactive steps we take to maintain to respect the diversity in our membership.

Introduction

The following Code of Conduct has been established by the Union's Board of Trustees in accordance with Article 14.

It sets out the minimum standards of conduct and behaviors expected of all Members of the Union and its clubs and societies.

The Union's Board of Trustees has its own Code of Conduct reflecting the specific requirements and responsibilities of Trustees. This Members Code of Conduct will also apply to the Trustees in their capacity as Company Law Members of the Union.

This Code of Conduct has been written with the aim of ensuring that all Members have the best possible experience whilst studying at the University of Warwick and engaging in the Union's spaces and activities.

This Code helps us to create an environment where all users of the Union's services, visitors, any member of the University community or any member of the communities in which our Members live are treated with dignity, fairness, and respect.

Applicability

The Code of Conduct applies to the Union's Members, as defined in Article 8 of the Union's Articles of Association. This includes Student Members, Company Law Members (who are the Trustees) and Associate Members (which includes Honorary Members and Honorary Life Members). For the purposes of this Code of Conduct, any reference to a "Member" shall mean as set out in Article 8 of the Articles of Association. It will also apply to the Union's clubs and societies.

The Code of Conduct does not apply to the conduct of the Union's staff as there are specific employment policies which fulfil this.

Warwick SU Values

All Members will respect and uphold the values of the Union which are:

- **Welcoming**
We are supportive, helpful, inclusive and value diversity.
- **Student Focused**

We put students at the heart of everything we do and stand in solidarity with our liberation communities.

- **Democratic**
We are representative, ethical, transparent, and accountable.
- **Independent**
We are the independent voice of Warwick University students.
- **Enriching**
We nurture students' aspirations and help them develop.

Upholding the Code

In accordance with Article 14 of the Union's Articles of Association, the Union and its Trustees have a responsibility to all Members to monitor and uphold this Code of Conduct. If a Member's conduct is found to be in breach of any part of this Code, some of their rights and privileges of membership may be suspended, removed, or their membership may be terminated.

The Union's Disciplinary Policy should be followed if a Member is alleged to be in breach of this Code. The sanctions for breach of the Code by a Member or a club or society are set out in the Complaints Policy and Disciplinary Policy.

General Requirements

Recognising that the Union is fully committed and to the principle and promotion of freedom of speech and upholds the values of free speech for its Members; it is also committed to creating an environment where everyone is treated with dignity and respect; and diversity of people and opinions is promoted, celebrated, and valued.

The Union does not tolerate discrimination, bullying or harassment and under this Code, it is committed to creating an inclusive, safe and fun environment and as such the Union expects that all Members will:

- a) Conduct themselves in a responsible and law-abiding manner on Union premises, whilst using Union facilities or participating in any Union activity/ event including club and society events or whilst representing or acting on behalf of the Union This includes participating in activities and/or attending events that are not on Union premises or that do not use Union facilities.
- b) Treat others with respect and dignity, fairly and without illegal discrimination, harassment, or other unlawful behaviors.
- c) Not behave in an unlawful manner, such as committing acts of violence, threatening others with violence, inciting violence or engaging in other forms of unlawful anti-social behaviour.
- d) Treat the environment with respect and promote a safe and welcoming space on Union premises and at Union facilities.
- e) Not interfere with other people's enjoyment of Union or premises or facilities or activities, create a culture of inclusion and belonging and uphold the values of free speech.
- f) Not engage in illegal activity or behaviors that are likely to bring the or Union into disrepute.
- g) Comply with the reasonable requests of staff and officers of the Union and the University.

- h) Respect the confidentiality and reasonable privacy of others whilst acting with due regard for the safety of others.
- i) Comply with all relevant legislation.
- j) Adhere to the Union's Articles of Association, Bye-laws and policies on:
 - i. Health and Safety
 - ii. Financial regulations and procedures
 - iii. Equality and Diversity
 - iv. Staff Student Protocol
 - v. Computer Use and Data Security policies.
 - vi. Social media policy
- k) Use Union resources responsibly and honestly and not act with dishonesty or intent to commit fraud.
- l) Undergo any training required because of any roles (voluntary or paid) undertaken.

Specific Requirements

On entering the Union building, using their Warwick Card to enter another Students' Union, utilising Union services or facilities, or taking part in activities under the auspices of the Union, Members are deemed to have accepted responsibility for complying with the policies of the Union on behalf of themselves and their visitors.

All Members of the Union are responsible for acquainting themselves with Union policies, the Union's Articles of Association and Bye-laws and supporting documents. Ignorance is not an accepted form of defence.

Any Member must produce their Warwick Card to any Union staff member upon request. This applies when the Member is occupying Union premises, utilising Union services or facilities, or taking part in activities under the auspices of the Union. Inability or refusal to produce a Warwick Card may lead to immediate exclusion from the premises, licensing area, services, facilities or activity.

Any Member must leave a Union venue (or any licensed premises) immediately if asked to do so by a member of Union staff (see Union Policy on Licensed areas).

The Union reserves the right to eject any non-Member from its venues (or any licensed premises). In this case the non-Member must show the form of ID which they used to gain access to the building. The Disciplinary Policy may then be invoked against the Member who signed them in. This Member is deemed to have accepted responsibility for the conduct of that person.

It is the responsibility of the Licensee to decide what offence has occurred.

The Licensee has duties under the Licensing Act 1964. No Officer, Constituent Group or Union Democratic body can therefore overturn a disciplinary decision made by the Licensee.

