**De Montfort Students’ Union**

**Membership Code of Conduct**

1. **Purpose**

The following Code of Conduct has been ratified by the De Montfort Students’ Union (DSU) Board of Trustees and sets out the minimum standards of conduct and behaviour expected by all members.

1. **Introduction**

DSU aims to provide all of its members with the support and guidance they need to achieve success whilst at University. This Code of Conduct sets out the standard of conduct DSU expects of its members and that it believes is consistent with helping the overall membership to get the most from their student experience.

Any member of DSU who is alleged to have breached this Code of Conduct will be subject to the procedures outlined within the Disciplinary Process for Members.

For the purposes of this Code, a member is defined as any student who is a full member of DSU and any student who has opted out of full membership but is a member of any club or society operated by DSU.

The Board of Trustees and the staff team at DSU have an ongoing responsibility to the membership as a whole and therefore have the right to suspend or terminate membership (see Disciplinary Process for Members) if a member’s conduct is found to have breached this code.

Failure to comply with the Code of Conduct constitutes misconduct and may result in students being referred to the University’s disciplinary procedures.

1. **Code of Conduct**

The following shall constitute misconduct according to this Code of Conduct:

* Violent, indecent, disorderly, threatening abusive or offensive behaviour to any student, employee of the University or DSU or any visitor to the University or any member of the local community.
* Abusive, threatening or offensive language (verbal or written – including social media websites) to any student, employee of the University or DSU or any visitor to the University or any member of the local community.
* Dishonesty, theft, fraud and falsification of records.
* Action likely to impair safety on University or Union premises.
* Harassment, including racial or sexual harassment and harassment on the grounds of disability of any student, employee of the University or DSU or any authorised visitor to the University or any behaviour which in the reasonable opinion of the designated senior member of staff or relevant Authorised Officer is likely to be regarded as harassment ; In this context harassment means any behaviour or action, spoken or written words, usually repeated or persistent, directed at a specific person, which annoys, alarms or causes substantial emotional distress to that person without any reasonable grounds.
* Sexual misconduct which includes (but is not limited to) assault, sharing sexual images and making inappropriate and unwanted sexual comments.
* Damage to, or defacement of, University or Union property whether caused intentionally or recklessly.
* Deliberate or serious damage to, or misuse of, Union or personal propery.
* Misuse or unauthorised use of University premises or items of property.
* Failure to comply with DSU’s financial policies and procedures.
* Failure to comply with DSU’s policies and procedures in relation to elections, meetings and any other union business.
* Behaviour which could bring DSU or the University into disrepute.

1. **Clubs & Societies**

In addition to the principles outlined above members of all DSU clubs, societies and student groups agree to:

* Compete in a manner of good sportsmanship, regardless of the nature of the competition, when representing DSU and the University in a sports fixture.
* Operate within the rules of the sport/activity including national guidelines which govern the sport/activity.
* Not use any form of peer pressure.
* Not to carry out, take part in or promote “initiation” ceremonies.
* Not to be unduly intoxicated at any event or activity where such behaviour could be deemed as inappropriate.
* Be aware of behaviour and the impact on others, particularly members of the local community.
* Report any concerns for the health and safety or welfare of its members to a member of staff from DSU or the University.

1. **Breaches of the Code**

If DSU receives information which indicates a member(s) has breached this Code of Conduct the procedures outlined in the Disciplinary Process for Members will be invoked.

If deemed appropriate the Union’s Chief Executive Officer (or their nominee) will inform the University of the alleged breach.

It should be noted that intoxication will not be deemed as a mitigating factor in relation to any misconduct.

The standard of proof shall be the balance of probabilities, i.e. that on the basis of the evidence available, then it is more likely that the alleged breach occurred than not.

For the avoidance of doubt, a member will be deemed to have breached this Code of Conduct if the behaviour took place at any time when the student is on University premises or is representing DSU or the University in a public space.

This includes, but is not limited to:

* DMU Global Trips
* Volunteering opportunities
* Sports fixtures
* Cultural events
* Social media which is linked to DSU

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