



Membership Code of Conduct
De Montfort University
Students' Union



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.

2. 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 Student Member of DSU who is alleged to have breached this Code of Conduct will be subject to the procedures outlined within the Membership Disciplinary Procedure.

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 Membership Disciplinary Procedure) 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.

DSU takes a zero-tolerance stance against any behaviour of discrimination, bullying or harassment.

DSU recognises and takes every reasonable step to fulfil its duties under relevant laws such as the Higher Education Act 2023, Equality Act 2010, Health & Safety at Work Act 1974, Public Order Act 1986 and more.

3. 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 DSU 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.
- Discrimination of any individual or group of individuals, specifically the unjust or prejudicial treatment of different categories of people, including those with protected characteristics as defined in the Equality Act 2010
- 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
- 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 University into disrepute
- Any other behaviour which constitutes negating the values of DSU as an organisation

4. Student Groups

In addition to the principles outlined above members of all Student Groups agree to:

- Compete in a respectful manner, regardless of the nature of the competition, when representing DSU and/or University in a sports fixture
- Operate within the rules of the sport/activity including national or international 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, safety or welfare of its members to a member of staff from DSU or University

5. Breaches of the Code

If DSU receives information which indicates a member(s) has breached this Code of Conduct the procedures outlined in the Complaints Policy & Procedure and/or Membership Disciplinary Procedure.

If deemed appropriate DSU'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 University in a public space. This includes, but is not limited to:

- Trips abroad
- Volunteering opportunities
- Sporting fixtures
- Competitions
- Cultural events
- Social media

6. Monitoring and Review

This Code of Conduct will be reviewed periodically, giving due consideration to any connected governance updates or legislative changes.