

Hull University Union policy on Social Events, Initiations and Alcohol

1. Introduction

- 1.1. Hull University Union (HUU) acknowledges that social activities can be an enjoyable aspect of club sport, particularly where they complement a club's sporting activities
- 1.2. The encouragement of excessive consumption of alcohol must be avoided.
- 1.3. Hull University Union's has a duty to ensure that members can participate in all student activities in a safe, non-threatening and enjoyable environment were no member feels harassed, intimidated, or bullied.
- 1.4. Such activities must be inclusive and make allowances for all cultural and personal beliefs. Members should be able to opt out without fear of undue pressure, reprisal, non-selection for competition, embarrassment or any form of discrimination.
- 1.5. Sanctions may be imposed on any club found to be in breach of this Social Policy (see below).

2. Alcohol Statement

- 2.1. HUU is aware that student life often involves alcohol consumption, but it condemns any behaviour that damages students' health and wellbeing or has any adverse effect on the local community.
- 2.2. HUU recommends that all of its members take a responsible attitude to the provision and consumption of alcohol at activities on and off campus.
- 2.3. 2.3 Excess alcohol can lead to ill-health and anti-social behaviour. HUU expects all of its membership to ensure that the consumption of alcohol in and around events is managed appropriately, promoting moderation and responsible behaviour at all times.
- 2.4. Participating in 'Student Activities' at the University of Hull is a great way to develop skills and make new and lasting friendships, adding value to the overall student experience. However, activity and sport involvement and participation should never put students in situations where they feel pressurised in to participating in activities they do not wish to.

3. Social Events

- 3.1. Social events act as a team building exercise, whereby new activity group members can meet and socialise with other members. The following aspects need to be considered.
- 3.2. Have at least one designated sober Club Committee member during all social events
- 3.3. All activity groups' members must recognise and adhere to HUU Equal Opportunities Policy & Zero tolerance policy. This will provide every single student an equal chance to get involved in the social, campaigning, democratic, activities-based and commercial aspects of an activity group.
- 3.4. It is an individual's choice whether or not they attend any social event. Non - attendance must not be a barrier within the activity.
- 3.5. It should be each club or society's objective that every member has an enjoyable time. It follows that each member will have a different response to activities, and no 'peer' pressure (intended or not) should be placed on any member to do anything that they may not enjoy.

3.6. The Committee of each sports club or society is responsible for the welfare of all members and must take the necessary measures to ensure that an adequate level of safety is maintained at all times.

3.7. All members of sports clubs or societies must show respect towards members of the public and other members of the University, at all times.

3.8. HUU recognises that social activities are an important part of activity groups; however they must not involve degrading acts and/or the abuse of alcohol.

4. Initiation Ceremonies*

4.1 HUU believes the practice of initiations may be a dangerous and degrading exercise that jeopardises the safety of its members and can be a source of negative publicity for the Union & University. It is also considered that unforeseen circumstances that may result from such ceremonies can cause anguish that may affect students both personally and academically.

HUU does NOT condone initiation ceremonies whether on or off Campus.

**Definition: An initiation ceremony is an event in which members (often new members) of the activity group are expected to perform a task or tasks as a means of gaining credibility, status or entry within that club. This may involve peer pressure (though not explicitly) exerted on students, and may compromise a person's inherent dignity as a person by forcing or requiring an individual to drink alcohol, eat mixtures of various food stuffs, nudity and any other form of bullying and behaviour that can cause intimidation, humiliation, danger and/or harm to club or non-club members.*

4.5 Breaches of this policy will result in action being taken in accordance with HUU disciplinary procedure. Individuals who organise events in breach of this policy will also be subject to disciplinary action in line with HUU Disciplinary Procedure.

4.1. It is the belief of the Students' Union that every student has the right to participate as a full member in all activities and have the freedom of choice over what they take part in. Selection for competitive sporting activities should be based purely on ability, skill, fitness criteria and attendance at training.

5. Behaviour

5.1 Every society or sports club shall be responsible for ensuring that its members, players, officials and all persons purporting to be its supporters or followers conduct themselves in an orderly fashion whilst attending or taking part in an event, match or competition in which it is involved, whether on University premises or elsewhere. Any of the following actions, but limited to, by the above shall render the Activity group liable to a charge of misconduct for failing to discharge its said responsibility:

- Violent, threatening, abusive, obscene or provocative behaviour, conduct or language;
- Throwing missiles, bottles or other potentially harmful or dangerous objects.
- Every activity group shall be responsible for ensuring that its members, officials and all persons purporting to be its representatives do not conduct themselves that may bring HUU into disrepute.

5.2 Members must not drink on the transport as this may lead to the driver being distracted, put everyone at risk.

6. Breach of this policy

6.1 Anybody who becomes aware of conduct by a club, society, member or any individual associated with HUU which may be in breach of this Social Policy shall be able to report the matter in confidence in line with our the HUU Disciplinary Procedure.

6.2 If a member or member of the public feels that these guidelines have been breached, HUU welcomes any grievance or complaint; to do this, please submit a written complaint via email to the President of HUU or in the case of a complaint against the President the Vice President Education. HUU will enact its disciplinary proceedings against the individual(s) or group as laid out in the HUU Disciplinary Procedure.

6.3 One or more of the following sanctions may be imposed by HUU Executive Committee (subject to the right of appeal), where a club, club member or any individual associated with a club is found to be in breach of the Social Policy:

- Expulsion of an individual from club activity and termination of their club membership
- A club fine of no more than £100
- Suspension for a stated period of all club activity
- The removal of individual team(s) from the British Universities and Colleges Sport and/or all other competitions, as well as other sanctions within the disciplinary powers of HUU.