

## Glasgow University Sports Association Code of Conduct – Updated August 2023

1. All GUSA members and affiliated clubs are expected to adhere to the following code of conduct when acting as a representative of GUSA. By joining a GUSA affiliated club, students agree to abide by this code of conduct and discipline procedure. Our expectations of you:

1.1. When acting as a representative of GUSA, members are expected to adhere to applicable health and safety regulations.

1.2. Respect those around you, regardless of their background, ethnicity, identity and beliefs, and avoid all forms of bullying and harassment, including sexual harassment.

1.3. When at the University of Glasgow all members acting as representatives of GUSA are expected to adhere to all University rules and regulations and the Code of Student Conduct and to show respect to those that represent GUSA in all matters.

1.4. In competitive environments all GUSA members are expected to play within the spirit of the game, and to adhere to the governing bodies' rules and regulations.

1.4.1. Use of performance enhancing drugs for competition is strictly prohibited.

1.5. All persons travelling away are expected to uphold the reputation of the University of Glasgow, and Glasgow University Sports Association.

1.6. All persons travelling away must adhere to the home institution's rules and regulations as well as the Code of Student Conduct of the University of Glasgow.

1.7. The Glasgow University Sports Association (GUSA) is committed to the responsible consumption of alcohol within Glasgow University. In alignment with the Healthy Body Healthy Mind principle, GUSA does not condone the irresponsible consumption of alcohol within any GUSA events or sports clubs.

1.8. GUSA recognise that the consumption of alcohol is a part of the "university experience" for many students however, this consumption need not be excessive, cause harm to student members or cause disrepute to the organisation. Under no circumstances should students who refrain from drinking alcohol be bullied, harassed or coerced into drinking. Students who are already intoxicated must not be encouraged, coerced, or forcibly made to consume more alcohol or other substances. GUSA recognise the need to encourage safer drinking habits amongst the student population and have adopted the BUCS initiation policy whereby there is a zero-tolerance approach to club initiations. (See appendix)

1.9. An initiation or other associated terminology reflecting 'initiations' such as "hazing" is an event in which prospective or current members of a club are expected to perform any activity as a means of gaining credibility, status or entry into that club. The peer pressure is normally (though not explicitly) exerted on first year members or members new to that particular club and may involve the consumption of alcohol, eating concoctions of various food stuffs, nudity and any behaviour that may be deemed humiliating. The following guidelines are in place to protect the students: **Under no circumstances should any student be subject to any form of 'initiation' activity as a means of gaining entry or acceptance to a sports club.**

1.10. Members of GUSA Clubs will not apply what may be perceived as peer pressure upon individuals in any social situation. This also extends to any activity deemed as “club tradition.”

1.11. Club committees are charged with the welfare of all student members engaging in activities run by their club and as such, they must take all necessary measures to ensure that a welcoming and safe environment is fostered for all club activity.

Failure to comply could lead to disciplinary action being taken. The responsibility for all club related activity lies with the committee.

1.12. Any and all members of club committees should report any instances of initiations to the GUSA committee and/or through the BUCS initiations reporting tool: <https://www.bucs.org.uk/initiations-form.html>

1.13 Where a report of alleged misconduct is made known to GUSA by either GUU or QMU regarding unacceptable behaviour of a GUSA member whilst on a club social (and therefore representing your GUSA club), GUSA reserves the right to conduct a formal disciplinary hearing which may lead to additional penalties not already imposed by either union.

1.14 Where a student has required medical treatment due to alcohol/drug consumption, they must be accompanied by a responsible person.

1.15. Any GUSA registered drivers must not consume any alcohol or other illicit substances prior to driving to a GUSA event or whilst using a GUSA minibus. GUSA reserve the right to impose a temporary suspension of GUSA licenses and refer cases to the university senate or police for further investigation.

1.16. The designated driver supervisor of a vehicle reserves the power to refuse passengers on board. Members of the vehicle can also refuse to ride in a vehicle if they deem the driver to be unsafe. This must be reported to GUSA president as soon as possible. Disciplinary action will be taken against any student who is reported by the designated driver, or any driver deemed to have been driving under the influence of alcohol. Any infractions can lead to a temporary or permanent ban to minibus access for the club.

1.17. Passengers on any GUSA bus must be members of GUSA and UofG Sport. No alcohol or alcohol consumption is to occur on the GUSA buses. The buses should be left clean and tidy, ready for use by the next club. GUSA reserve the right to impose disciplinary procedures and actions on any club found to be breaking this rule.

## **2. What happens if you breach this code?**

2.1. Minor infringements (see Code of Student Conduct) will be taken forward in the first instance by the Club Committee who reserve the right to investigate any alleged disciplinary incidents and, where misconduct is established, either impose an appropriate penalty or escalate it to GUSA Disciplinary Committee.

2.2. More serious incidents, again outlined in the Code of Student Conduct, will be referred by the GUSA Disciplinary Committee to the Student Conduct Team for action in line with the University Code of Student Conduct. For the avoidance of doubt any allegations relating to sexual or criminal offences, will be referred directly to the Student Conduct Team.

2.3. If the club committee cannot resolve the incident, the GUSA Disciplinary Committee is empowered to investigate any alleged disciplinary incident. The committee shall consist of:

- The GUSA President.
- The Sport Development Manager.
  - Appropriate staff member within UofG Sport or GUSA Senior Council member who would be a member of staff at the university.

2.4. The GUSA Disciplinary Committee will decide as to whether the individual, team, or club is guilty of misconduct and will determine what, if any, penalty is to be applied. Examples of sanctions may include:

- Club fines
- Individual suspension from BUCS/SSS competition and club socials (including GUSA events, e.g. GUSA Ball)
- Team suspension from BUCS/SSS competition and club socials (including GUSA events, e.g. GUSABall)
- Individual expulsion from GUSA / UofG Sport
- Disaffiliation of any team/club from GUSA. Any club which is disaffiliated will need to follow the full process of reapplication to GUSA and are not guaranteed reaffiliation unless deemed appropriate by the sitting committee at the time.
- Lifetime Ban from GUSA / UofG Sport which can only be lifted subject to a successful appeal process irrespective of years spent at University.

2.5. Where a student is under investigation by the Student Conduct Team, due to escalation from the GUSA Disciplinary Committee, the student will be suspended from GUSA – this includes any GUSA clubs and associated activities, e.g. trainings, competitions and socials.

2.6. If any criminal offence has taken place then this will be reported to the police with support from the University.

2.7. If an Appeal is made against the decision of the GUSA Disciplinary Committee, the Appeal will be heard by the Senior GUSA Council. The Senior GUSA Council may uphold or reject the Appeal or, if it determines that there is evidence of a breach of the University Code of Student Conduct, refer the matter to the Student Conduct Team.

2.8. If an Appeal is made against the decision of the Senior GUSA Council, the matter will be referred to the Student Conduct Team for final consideration.

2.9. The Student Conduct Team will advise the individual or team of their rights of appeal beyond 2.5 above.

2.10. If the complaint concerns a member of the GUSA Disciplinary Committee, including any GUSA Council members or GUSA President, the UofG Sport Development Manager or UofG Head of Service Development should be contacted.

### **3.0. Support Provisions**

**3.1.** GUSA reserves the right to provide equal and fair support to all parties involved in alleged misconduct and will provide appropriate signposting resources and referrals where required pending investigation of alleged misconduct.

**3.2.** Prior to any confirmed misconduct, GUSA, with the support of UofG Sport, may recommend an appropriate course of action to clubs or individuals e.g., suspension pending investigation. However, without appropriate proof and a full conduct procedure having taken place, GUSA cannot impose any sanctions.

### **4.0. Appendices**

**4.1.** BUCS Problem Initiations: <https://www.bucs.org.uk/report-an-initiation/what-is-a-problem-initiation.html>

**4.2.** BUCS Reporting Tool: <https://www.bucs.org.uk/report-an-initiation.html>

**4.3.** GUSA Equality and Diversity Policy: [https://www.gla.ac.uk/media/Media\\_294844\\_smx.pdf](https://www.gla.ac.uk/media/Media_294844_smx.pdf)