

## **SCP010- Initiations Policy**

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### **1. This Council Notes**

*State the facts surrounding the policy proposal*

The Students' Union currently has a zero tolerance policy to initiations. However, it does not have a policy to accompany this. It is also a regulation by BUCS to have one.

### **2. This Council Believes**

*State the facts surround the for amendment*

This policy is created to out lie to student groups what the Students' Union defines as an initiation and the consequences that go with it.

### **3. This Council Resolves**

*State the facts surrounding what the policy resolves*



# INITIATIONS POLICY

## Policy Statement

The University of Northampton Students' Union prides itself on being a welcoming environment for all its members. It is deemed unacceptable by both the Students' Union and the University of Northampton for members of ratified student groups to allow members to feel unwelcome.

Members of Student Groups must never be judged on their; gender, sexuality, race, age, religious/political beliefs or disabilities.

The Students' Union has a duty of care to provide what behaviour is deemed unacceptable to its ratified student groups and have appropriate consequences for those in place who do not adhere to the desired behaviour.

The Students' Union requires all members to comply with the following policy and procedure.

This policy outlines behaviour that is deemed unacceptable and the consequences that will follow if this behaviour is found to happen.

## Initiations

An initiation within the University of Northampton Students' Union is determined as admitting someone into a student group with actions that are deemed not acceptable or relevant to that student group.

Initiations are often named as;

- Welcome Drinks
- Development Week
- Hazing
- Acclimatization
- Big Social
- Freshers' Bar Mitzvah

The University of Northampton Students' Union sees the following as unacceptable;

- Forcing members to complete activities against their will to be admitted to their student group.
- Forcing members to complete activities against their will for any other reason.

- Inviting members to complete activities against their will to be admitted to their student group
- Inviting members to complete activities that would be deemed as inappropriate either legally, or by a reasonable person.
- Putting members in an situation where their decision-making may be compromised due to the pressure of a social situation

### Consequences

Any behaviour found of being that of an initiation will be classed as a minimum of a level nine disciplinary within the Students' Union Disciplinary Byelaw. Dependent of the severity of the actions, the University may take this into their disciplinary procedure or legal procedure will occur.

For clarity on the Disciplinary Byelaw please [www.northamptonunion.com](http://www.northamptonunion.com)