



Student Code of Conduct

**Delivered in partnership (where applicable)
with University of Portsmouth Department of
Sport & Recreation**

September 2019

Student Code of Conduct

This Student Code Of Conduct is a contract of membership behaviour for any person who wishes to join a University of Portsmouth or University of Portsmouth Students' Union student group. All members sign up to this code of conduct upon joining their chosen group.

The University of Portsmouth or University of Portsmouth Students' Union student groups will be committed to Inclusivity, ensuring:

- all activities within the Students' Union diverse range of student groups are inclusive to all students who may wish to participate in them and that students are free to participate in activities in a safe, non--threatening and enjoyable environment.
- annual welcome activities to new group members each year are considered, safe and inclusive causing no pressure or distress to student members or a nuisance to the local community.
- all activities that take place, abide by the University and Students' Union Health and Safety Policy.
- a zero tolerance approach to all forms of discrimination, including on grounds of age, gender, nationality, race, religion, sexuality and disability as well as all forms of bullying and harassment.

It is the responsibility of the group's committee members to ensure that all activities (including those related directly to their group's activity as well as social events) organised through, or for, group members are inclusive and in line with Union and University Policies.

As a group within the Students' Union, all groups also agree to abide by UPSU guidelines that:

- *Ensure that all activities, including social activities, are enjoyable to members in a safe and non-threatening environment*
- *Ensure that all members are free from 'peer pressure', bullying and harassment, whether intended or not, when participating in group activities*
- *Ensure that activities DO NOT bring their members, their group or the Students' Union and/or the University into disrepute*

As an individual student, all group members agree to also required to abide by the following terms at all times and when representing the Students' Union and the University, including during social activities:

- *Conduct themselves in a respectful, reasonable and responsible manner*
- *Conduct themselves in a manner of mutual respect and understanding for all members of the University and wider community*

Please note that all behaviour by multiple individuals may also result in the group facing disciplinary action relating to responsibility of culture within the group.

Failure to abide by these guidelines and any cases of gross misconduct WILL result in disciplinary action being taken against the groups/ individuals involved, using the [Students' Union Grievance and Disciplinary Procedures](#).

Examples of Gross Misconduct (note - this list is not exhaustive):

- Falsification of records including medical certificate and other UPSU documents
- Serious breach of the Union's policies or procedures including but not limited to financial procedures.
- Misuse of Union stationary or order books
- Serious breach of the law
- Bringing the Union into disrepute
- Bullying or harassment online or in person
- Theft
- Fraud
- Dishonesty
- Threatening behaviour
- Fighting
- Rudeness to customers, suppliers or members of the public
- A serious breach of safety rules potentially involving loss of life or limb
- Wilful damage to the Union's or another member's property
- Indecent conduct
- Acts of incitement, harassment and/or acts of discrimination on the grounds of race, ethnic background, colour, sex, religion, age or disability, etc
- Deliberate breach of the Union's data protection rules or unauthorised entry to computer records
- Unauthorised use or disclosure of confidential information
- Carrying out private commissions using Union equipment for personal profit unless you have prior, written approval from the Chief Executive
- Deliberately accessing internet sites containing pornographic, offensive, or obscene material