

Policy 8 – Social Events and Welcome Ceremonies for Student Groups

Hertfordshire Students' Union and the University of Hertfordshire Athletic Union have a duty to protect its reputation and to ensure that it is acting in the best interests of its memberships. In addition to this, they have an obligation to ensure that any member can participate in student led activities in a safe, non-threatening and enjoyable environment.

Each AU Club, Student Society or other Student Activity Group is accountable to the Student Ideas Forum through its sub-committees and the VP Student Activities (VPSA).

Social Events

All events organised by the above mentioned student groups should be completely inclusive and accessible by all its membership.

All members should be made to feel welcome and a part of the club regardless of their willingness to take part in social events.

All students must adhere to the Hertfordshire Students Union Code of Conduct and Licensed Trade Disciplinary Procedures (whichever is most relevant), as set out in the Hertfordshire Students' Union Bye-Laws, at all times.

Challenges to discriminatory behaviour can be made following the procedures as set out in the Bye-Laws. Where this involves Students' Union staff, a complaint should be made in writing to the Chief Executive of Hertfordshire Students' Union.

Welcome Ceremonies

Welcome ceremonies are classed as a social event therefore the points made above are applicable. In addition to these points, the following is also required:

1. A detailed activity list of the planned event must be submitted to the VPSA 5 working days before the planned date of the event.
2. All welcome ceremonies must take place within a venue located within the University of Hertfordshire. Details on reserving an area within a Hertfordshire Students' Union venue can be obtained from the VPSA.
3. At all times a responsible person must oversee the welcome ceremonies. This person must remain sober for the duration of the welcome ceremonies. This person must also be declared on the activity list.
4. It must be made explicitly clear that welcome ceremonies are not compulsory. Members must not be discriminated against for exercising their right to not participate.
5. If alcohol is involved, an alcohol free alternative beverage must be offered.
6. Whether or not students choose to participate in Welcome ceremonies, it will have no effect on a student's membership of a student group.

Members or groups who breach this policy will be subject to Hertfordshire Students' Union Code of Conduct or Licensed Trade Disciplinary Procedures (whichever is most relevant) as set out in the Bye-Laws. It should be noted that Hertfordshire Students' Union alongside the

Athletic Union has the right to refer cases to the University of Hertfordshire Disciplinary Procedures.