

Student clubs and societies inductions and initiations policy

Social events can act as a team building exercise where club or society members can meet and socialise with other members as well as building communities and celebrating success. The following regulations must be adhered to in order to encourage a safe, non-threatening, enjoyable environment in which students can enjoy these events.

All students involved in club and society social events or inductions for new and returning members, **MUST** follow this code of conduct. Failure to do so will lead to disciplinary action.

Definitions

An “induction” is defined as:

An event where new members are introduced to the rules, hierarchy and other members of the club or society they have joined. Inductions often take the form of a social event, based on the university campus

An “initiation ceremony” is defined as:

An event in which potential members of a club or society are expected to perform a task or tasks, as a means to gaining credibility, status or entry within that club or society. This may be achieved by peer pressure (although not explicitly) and may compromise a person’s inherent dignity by forcing or requiring an individual to drink alcohol, eat mixtures of various foodstuffs, nudity and any other behaviour that may be deemed humiliating.

Initiation ceremonies do not require explicit branding with the words ‘initiation’ or ‘ceremony’ to be deemed as within the remit of these regulations. The final adjudicator on such decisions will be the Student Advisory Group (SAG), who may consult the Clubs & Societies Forum (SCF) for its advice and input.

Code of conduct

1. Clubs and societies must not undertake any form of initiation ceremony. Any member of a club or society found to be arranging or involved in an initiation ceremony will face disciplinary action which may result in the student being excluded from university.
2. 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. At all times a responsible person or persons will oversee the inductions. This person **must** be sober at all times, be responsible for any person participating in the inductions, ensure all members participating return home safely and ensure that these regulations are adhered to at all times.
4. Inductions **must not** have any bearing on team or squad membership, nor membership of the club or society in any way. All groups should be fully inclusive to all members at all times.
5. It is intended that all student groups have a good 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 do not want to do. Individuals should be made to feel part of the team and celebrations regardless of their willingness to participate in social activities.
6. Non-participation should be treated respectfully. No peer pressure or coercion should be applied. Students should not feel forced into taking part in any games, ceremonies or activities (including online activities), unless they so choose.
7. Everyone should be made aware that the induction is not compulsory and that they have the right not to participate. All students should be made aware at the beginning of all social/induction evenings that at no time is the consumption of drink (alcoholic or not) or foodstuffs mandatory.
8. When representing Student Central or the University of London, it is imperative that you present and conduct yourself appropriately and spread the good name of the University. All members of sports clubs or societies must show respect towards members of the public and other members of the student community at all times.
9. All activities **must** take place in an environment that allows all members to take part, whether at Student Central or offsite all rules regarding initiation ceremonies apply.
10. All sports club, society and activity group members **must** adhere to the University of London Equal Opportunities Policy.

Breach

Any breach of this policy will result in one or more of the following:

- 1) Club or society receives a fine (up to £250)/ account frozen
- 2) Community service for club member(s)
- 3) Club or society grant funding withdrawn
- 4) Member(s), team(s) or club removed from specific match, matches or removed from all competitions
- 5) Withdrawal of facilities for training and/or competition
- 6) Suspension or complete closure of the club or society
- 7) Member(s) referred to the University of London student disciplinary procedure (Ordinance 17, Code of Student Discipline)
- 8) Referral to the police

Breaches that occur at the end of one academic year will incur sanctions for the following academic year.

Contacts

If you have any concerns relating to this policy, or to report a breach, please contact:

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