

**Leeds Beckett University Athletic Union**

Code of Conduct

Leeds Beckett University's Athletic Union (the AU) has a duty to protect the interests of its members, and wishes to foster an inclusive environment to positively enhance the student experience. The AU states that every member has the right to enjoy a safe and comfortable environment free from harassment of any kind or on any grounds.

This document is underpinned by the ['Student Code of Discipline'](https://www.leedsbeckett.ac.uk/our-university/information-for-students-and-applicants/student-code-of-discipline/) with particular (but not exclusive) relevance to the below articles:

'We expect our students to conduct themselves at all times in a manner which demonstrates respect for the University, its students and staff, and members of the wider community and in ways that are responsible and considerate as we work to sustain a supportive, safe, inclusive community for active learning and the building of skills for life.'

1.1.2 (The essence of misconduct is) 'action or a failure to act which otherwise damages or may damage the University, or its good name or reputation or those who work or study in the University.'

1.4 An issue 'may fall within the scope of the code irrespective of whether or not the misconduct took place on University premises'

**Definitions of Activities:**

Socials: Any activity a club undertakes outside of regular sporting activity. The AU recognises that socials take many forms, both on and off campus.

Initiations: Initiation activities are defined as any action taken or situation created as part of an induction into, or continued membership of, a student organisation, which may produce mental or physical discomfort, humiliation or be deemed illegal. Leeds Beckett University's AU believes the practice of initiations is a dangerous and degrading exercise that jeopardises the safety of its members and reflects negatively on the public image of students. The AU is aware that unforeseen circumstances resulting from such activities can cause distress that may affect students and their families, both personally and academically.

Sports Tour: Any trip overseas or in the UK that a sports club undertakes outside of regular competition. Many sports clubs choose to go on tour together throughout the year.

**Leeds Beckett University's Athletic Union will:**

1. Educate committee members, including the Social & Welfare Officer, annually of this policy and their responsibilities. It is compulsory for the Club Captain and Social & Welfare Officer from each club to attend Social & Welfare Training.
2. Offer an open-door policy to any AU member who feels that these guidelines have been breached or wishes to disclose any information of a sensitive nature.
3. Enforce the ruling that the Club Captain and Social and Welfare Officer are responsible for all club activities, and as such, may face disciplinary action if the club fail to abide by this policy. This includes breaches of University regulations, which in some cases, may result in disciplinary procedures from the University.
4. Only support and recognise sports tours that enhance the student's sporting experience. It does not condone sports tours that encourage excessive drinking or antisocial behaviour which may bring the University's name into disrepute.

**Leeds Beckett University Athletic Union will not tolerate:**

1. Clubs highlighting alcohol as the main reason for attending an event. Publicity should indicate that there will be non-alcoholic beverages available at the event.
2. Students, returning or new, being pressured into consuming alcohol/food/substances under encouragement from other club members.
3. Clubs encouraging students who are already intoxicated to drink more alcohol.
4. Physical or verbal harm (including humiliation) inflicted upon students as part of social activities.
5. Any offensive language or inappropriate images (including nudity) on any club social media. This includes content by association i.e. 'retweets' and 'likes'.
6. Any student wearing offensive words, language, or images on their clothing while participating in club activities. This includes leisurewear (including sports tour kit) that has an association to Leeds Beckett University and formerly Leeds Metropolitan University (including the logo, the rose, Carnegie, LBU, LMU, Leeds Met and Leeds Beckett etc.). When you wear Leeds Beckett University AU clothing you are representing the University, please do so with pride. Any inappropriate actions that may bring the University in to disrepute will result in further disciplinary action.
7. The consumption of alcohol not purchased from Sports & Active Lifestyles outlets, when spectating at any fixtures on Leeds Beckett University's campuses. This will be confiscated by staff and those found to be consuming alcohol will be asked to leave the facility or venue.
8. The consumption of alcohol whilst playing in any fixtures for Leeds Beckett University. This will be confiscated and those found to be consuming alcohol will face disciplinary action.
9. The practice of initiation ceremonies or activities in its AU clubs.
10. Abusive, discriminatory or offensive behaviour toward staff, visitors or other AU members.
11. The taking of any banned substances of any kind, or carrying out illegal performance- enhancing procedures. For further information on anti-doping, please speak with your sport's governing body, or visit <https://www.wada-ama.org/> or <http://www.ukad.org.uk/>
12. Anti-social, abusive or disruptive behavior both on and off campus which has a negative impact on the local community.
13. Theft or misuse of club or university funds, this includes financially extorting other members, misappropriating club funds, and any other breaches of university financial regulations.

**Branded Clothing/Equipment:**

Branded clothing/equipment is defined as any item embellished with the Leeds Beckett or formerly Metropolitan logo (this includes any reference to Leeds Beckett, Beckett, Carnegie, LBU, Leeds Metropolitan, Leeds Met, and LMU). All branded clothing is designed and manufactured by the approved University supplier. Any alterations to branded clothing/equipment must be approved by marketing, including the addition of names/initials.

Any student/club found to be using the logo without permission will be infringing on copyright laws and the issue will be escalated to the University.

All sports kit purchased by the AU for Clubs is the property of the University and any student who does not return kit at the end of the academic year will be charged the full price of a replacement kit. A student may also be charged the full price of a replacement kit in the case of non-accidental damage or inappropriate use of the kit (i.e. wearing kit at socials).

**Disciplinary Action:**

Breaches of the aforementioned guidelines will be dealt with in accordance to the 'Student Code' and the ‘Athletic Union Discipline Policy’ and may result in the following penalties.

* Athletic Union funding removed or frozen
* Removal/suspension of individuals, team or club from all competition, including British Universities & Colleges Sport (BUCS) competitions.
* Imposing a fine on the sports club
* Closure of the sports club
* Revocation of Sports Membership and/or AU Membership (without a refund)
* Referral to the University's Legal and Governance Department for investigation.

Please note that the Athletic Union may suspend all functions of a club and/or individual members alleged to be in breach of this policy until disciplinary proceedings have been concluded. Incidents from initiations/socials/ sports tour could result in a criminal record, which would result in potential University expulsion and impact on your future career. The University and AU will not be held liable for any damage costs incurred on sports tour or trips.

**Photography:**

As an AU Member you give your consent for your name and any photography/video taken of you whilst participating in any AU related events and fixtures to be used for the purposes of promoting the University and/or the student experience in general. If you have any concerns over the use of my name or image it is your responsibility to inform the Athletic Union in person or by e-mail (athleticunion@leedsbeckett.ac.uk) of this. For further information about how we hand your data please visit the ‘[Sport & Active Lifestyles Privacy Policy’](https://www.leedsbeckett.ac.uk/sport/-/media/files/sport-active-lifestyles/privacy-notice--sport--active-lifestyles.pdf).