

# Policy on Social Events & Initiations:

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## 1. Introduction

Sport Solent has a duty to ensure it upholds the name and positive reputation of Southampton Solent University, and to ensure that it is acting within the best interest of its students. Sport Solent has a duty to ensure that any member can participate in student led activities in a safe, non-threatening and enjoyable environment whilst removing potential barriers to an inclusive menu of opportunity.

This policy aims to encourage students to have a good time at social events, build strong and active communities and to be open and fully inclusive in terms of participation and involvement.

## 2. Accountability of Sports

2.1 Sports Clubs at Solent University are accountable through individual club committee structures in partnership with Sport Solent's Sports Development Team.

## 3. Social Events

Social events can act as a team building exercise where club/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:

3.1. All sports club, society and activity group members must recognise and adhere to Solent Universities Equal Opportunities Policy.

### 3.2. Challenging Discriminatory Behaviour

Members have a duty to abide by the equal opportunities policy and the University will not tolerate any discriminatory behaviour.

It remains the right of staff and members alike to challenge any discriminatory behaviour. Such behaviour may lead to disciplinary measures being taken.

Where a breach of the equal opportunities policy is alleged, and it involves a member of the University, it shall be the duty of the disciplinary committee to take action. If an incident occurs involving a staff member then the Universities terms and conditions of employment shall be implemented.

### 3.3. Right to withdraw services and disciplinary action

It is our aim to prevent discriminatory behaviour from occurring, but we recognise that this is not always possible and in severe cases, or where behaviour is persistent, the University reserves the right to withdraw any/all of our services and/or take disciplinary action against individuals or groups.

3.4. Individuals should be made to feel part of the team and celebrations regardless of their willingness to participate in social activities.

3.5. 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.

3.6. 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.

3.7. Representing Solent University is a privilege for many students. When representing the University it is imperative that you present and conduct yourselves appropriately and spread the good name of the University.

#### 4. Initiation Ceremonies

An initiation ceremony is an event in which members (often new members) of the club are expected to perform a task or tasks as a means of gaining credibility, status or entry within that club. This may involve peer pressure (though not explicitly) exerted on students, and may compromise a person's inherent dignity as a person by forcing or requiring an individual to drink alcohol, eat mixtures of various food stuffs, nudity and behaviour that may be deemed humiliating.

Note that although initiation ceremonies could be classed as social events, within the context of this policy, initiations as stated and classified as above are not condoned in any form at Solent University. If a club is seen to of been in breach of these regulations they may result in the following penalties:

- Activity funding frozen or removed
- Removal of individuals, teams or clubs from all competition
- Individuals being subject to the Universities disciplinary procedures which can lead to discipline by the university.

4.1. Individuals who organise events in breach of these regulations will be subject to disciplinary action in line with the University Disciplinary Procedure.

It is the policy of Sport Solent that every student has the right to participate as a full member in all activities without attending any social events. Selection for competitive activities should be based purely on ability, skill, fitness criteria and attendance at training.

All Sports Clubs or Societies and their members must adhere to this policy. Failure to do so may result in disciplinary action. If any member feels that these guidelines have been breached, they must inform the sports Development Manager as soon as possible.

We want all students that participate and commit their time to groups to have an enjoyable time that they look back on and that helps them to build the foundations of their future.

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