



## **UWE CTF Falcons Code of Conduct**

As a society affiliated with the Students Union at UWE, we expect our committee, members, and speakers to abide by the Students Union Code of Conduct. In doing so, we hope to foster a welcoming environment where members of all groups are able to freely contribute without fearing discrimination or attacks.

All members are expected to behave responsibly and act with dignity and respect towards everyone at all times. This applies on University West of England premises, whilst using University West of England facilities or participating in any associated activity/event including affiliated society events wherever they are held or whilst representing or acting on behalf of UWE CTF Falcons wherever this may be.

The expected behaviours of members includes, but is not limited to, the following:

- Treat others with respect and dignity;
- Treat them fairly and without unfair or illegal discrimination;
- Not offend others with foul language, anti-social behaviour or discriminatory behaviour;
- Treat the environment with respect;
- Not interfere with other people's enjoyment of the Societies or University facilities or activities;
- Not engage in activity or behaviour likely to bring the University or the Society into disrepute;
- Comply with the reasonable requests of staff and officers of the Students Union or University West of England;
- Respect the confidentiality of others;
- Adhere to all appropriate policies of the Students Union and University West of England;
- Comply with all international, EU, UK, Scotland and local laws
- Use the societies, students union or university resources responsibly and honestly;
- Undergo any training required as a result of any roles (voluntary or paid) undertaken;

- Not act dishonestly or with intent to commit fraud;

In line with the Equality Act, the Students Union and UWE CTF Falcons does not tolerate discrimination on the following grounds:

- Religion or belief (as identified by each member of themselves)
- Sexual orientation (as identified by each member of themselves)
- Age
- Disability (as identified by each member of themselves)
- Gender (as identified by each member of themselves)
- Gender reassignment
- Marriage and civil partnership status
- Race
- Sex
- Pregnancy
- Breastfeeding women
- Political views
- HIV/Aids status
- Parental responsibilities
- Colour,
- Nationality,
- Ethnic or national origins,
- Trade union membership.

#### UWE CTF Falcons Complaints Process :

During an event managed by the society, attendees can lodge complaints verbally with any committee member (who will clearly identify themselves before the start of any event).

Complaints can also be lodged electronically via the society's contact email address: [contact@ctffalcons.com](mailto:contact@ctffalcons.com).

The committee member will assess the situation with both parties. If the accused is found to be in violation of the Code of Conduct, the committee will issue a single verbal warning or evict the relevant person(s) from the venue. The remaining committee members will be informed of the outcome of the dispute.

If the complainant is unsatisfied with the resolution proposed by the society committee, they can refer the complaint to the Student Union for further resolution.

If a complaint is upheld, the panel may invoke sanctions that may range from a written warning about the member's actions, to the suspension or removal of any or all rights and privileges of membership including the holding of office, and membership of the society itself.