

Undeb Bangor Member Code of Conduct

For use within

Bangor University Students' Union

Effective Date:

As approved by:

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1. Purpose

This Code of Conduct outlines the standards of behaviour expected of all members, elected officers, volunteers, club and society members, representatives, leaders and participants in Undeb Bangor activities. It exists to maintain a safe, respectful, and inclusive Students' Union community.

2. Scope

This Code applies to:

- All student members of Undeb Bangor
- All members of Clubs, Societies, Volunteering Projects, UMCB, and Undeb Bangor affiliated student-led groups
- All volunteers, representatives and officers
- All associate members
- Anyone taking part in Union-organised or affiliated activity, in person or online
- Whenever a person could reasonably be seen as representing Undeb Bangor or an Undeb Bangor affiliated group

It applies to behaviour:

- At Union or Union affiliated events, activities, and meetings
- Within Union and UMCB affiliated societies, sports clubs, volunteering projects and other student groups
- On campus or off campus where individuals participate in or represent the Union or a Union-affiliated group.
- Online where individuals participate in or represent the Union or a Union-affiliated group.
- During any activity connected to Undeb Bangor

Where external individuals (i.e affiliate members or others) are involved in SU activity, this Code applies as a condition of participation.

This Code should be read alongside all other relevant Undeb Bangor policies, available at <https://www.undebbangor.com/governance-documents/undeb-policies> and members are expected to comply with these policies at all times.

3. Our Principles

All members are expected to:

- Treat others with dignity, fairness, and respect

- Contribute to a safe, inclusive and welcoming environment
- Act with honesty and integrity
- Take responsibility for their behaviour – offline and online
- Challenge harmful behaviour appropriately, or seek help if you feel unable to
- Engage constructively within the Students' Union and University community
- Promote a culture where concerns can be raised safely and without fear

4. Expected Standards of Behaviour

Members should:

- Communicate respectfully and responsibly
- Value diversity and differing perspectives
- Engage in disagreement without hostility
- Follow Union policies and procedures
- Comply with reasonable instructions from Union staff or officials
- Act with consideration for others' safety and wellbeing
- Use facilities and equipment responsibly

5. Responsible Communication

Members are expected to communicate in a manner that is respectful, accurate, and responsible.

This includes:

- Avoiding abusive, aggressive, or inflammatory language
- Not engaging in personal attacks or intimidation
- Respecting differing views without harassment
- Ensuring statements made are not misleading or knowingly false
- Refraining from defaming, slandering, or damaging the reputation of individuals or groups
- Considering the impact of words, tone, and behaviour on others
- Considering the permanence of online content and the impact of sharing posts publicly.
- Not contacting Students' Union staff outside of appropriate channels or working hours unless in emergencies.

Disagreement and debate are welcomed, but must always remain respectful.

6. Online Conduct

Online spaces are an extension of the Union environment. Behaviour online is subject to the same standards as in-person conduct.

Members must:

- Communicate respectfully across digital platforms
- Avoid harassment, bullying, or abusive behaviour
- Refrain from posting or sharing discriminatory, hateful, or harmful content
- Respect privacy, confidentiality, and consent
- Avoid spreading rumours or unverified allegations
- Not engage in defamation or reputational harm
- Avoid behaviour that may bring the Union or its members into disrepute
- Ensure communication that is accessible and inclusive.

This applies to social media, messaging platforms, private groups chats associated with Undeb Bangor affiliated activity, forums, and any digital space connected to Union activities.

7. Unacceptable Behaviour

The following behaviour is not tolerated in Undeb Bangor or in Union-affiliated groups:

- Harassment, bullying, or intimidation
- Discrimination, hate speech, or exclusionary conduct
- Threatening, abusive, or violent behaviour
- Coercive or controlling behaviour
- Sexual misconduct or unwanted behaviour of a sexual nature
- Disruptive or antisocial behaviour
- Damage to property or facilities
- Misuse of Union resources or funds
- Behaviour that risks the safety or wellbeing of others
- Defamatory or malicious statements
- Recording or distributing malicious content of others
- Excessive consumption of alcohol
- Substance misuse

8. Initiations and Harmful Practices

Undeb Bangor strictly prohibits initiations and initiation-type behaviours.

This includes any activity that:

- Causes humiliation, embarrassment, or distress
- Pressures individuals into uncomfortable or unsafe situations
- Involves coercion, intimidation, or peer pressure
- Poses physical, emotional, or psychological risk
- Requires excessive consumption of alcohol or other substances
- Undermines dignity, consent, or personal boundaries

Consent does not legitimise harmful behaviour. Cultural or traditional justification is not a defence.

9. Safety and Wellbeing

Members must:

- Avoid conduct that may endanger others
- Respect health and safety guidance
- Act responsibly when alcohol is involved
- Consider personal and collective wellbeing
- Raise or report safety concerns where appropriate
- Follow safeguarding guidance and report safeguarding concerns promptly

10. Equality, Diversity, and Inclusion

Members must:

- Respect all protected characteristics and identities
- Avoid discriminatory or exclusionary behaviour
- Support an inclusive, welcoming environment
- Promote fairness, dignity, and belonging

11. Additional expectations for Student Leaders

People in leadership or representative roles such as; committee members, student voice representatives, volunteering project leaders, must:

- Model positive behaviour and uphold this Code

- Promote safe, inclusive and respectful activity within their groups
- Make sure activities are run safely and in line with Union policies
- Responsibly manage finances, data and communication channels
- Report concerns or incidents promptly to Union staff
- Handle personal data responsibly and comply with data protection guidance
- Declare conflicts of interest when acting in an official capacity

12. Breaches of the Code

Failure to comply with this Code will be handled fairly and proportionately under Undeb Bangor's Disciplinary and/or Complaints procedures.

13. Reporting Concerns

Members are encouraged to report potential breaches through appropriate Union channels. Reports will be handled sensitively and, where possible, confidentially.

Members will not be disadvantaged for raising a genuine concern or supporting someone who does.

Anonymous reports may be considered, but may limit the Union's ability to take action.

Support will be offered to all parties involved in a complaint.

14. Responsibility

All members share responsibility for maintaining a safe, respectful, and positive Union community.