

KCLSU Initiations Policy.

Introduction

Initiation ceremonies are events in which club or activity group members are expected to perform any activity as a means of gaining club/group entry, credibility and status within a club/group. This type of peer pressure is normally (although not exclusively) exerted on first year students. Examples are excessive consumption of alcohol and/or food concoctions, nudity, and any other form of bullying and behaviour that can cause intimidation, humiliation, danger and/or harm.

Policy

KCLSU accept that groups and clubs will want to hold social events throughout the year and that many of these social events will involve alcohol. Clubs, teams and groups socialising together are expected to uphold the reputation of KCLSU and King's College London by behaving in an appropriate manner whether on KCLSU, King's College London property or elsewhere. We understand that the majority of members of our groups will be 18 years old or over and can therefore legally consume alcohol should they wish to. We do not wish to stop people from doing so. However, we expect activity groups and clubs not to run initiations.

We expect committee members of groups to show maturity and act as ambassadors and take responsibility for their activity, the sports and activities community and reputation of KCLSU and the College. They should ensure they follow the stated code of conduct to welcome new members in a way which encourages their involvement and should not undertake any activity that could cause offence, exclude or intimidate any potential member.

Code of Conduct

Student Activity Groups and Sports Clubs committees will:

- abide by KCLSU policy and ensure all members follow the code of conduct
- take steps to ensure that their club or activity is inclusive and open to all (this may include a non-alcoholic option at socials)
- be responsible for the welfare of all members and take the necessary measures, including a dedicated risk assessment where appropriate, to ensure that participants safety is maintained at all times
- ensure that individuals are made to feel part of the team and celebrations regardless of willingness to participate in social activities
- ensure that refusal to attend or take part in socials will not preclude membership

Student Activity Groups and Sports Clubs will not:

- harass /apply peer pressure upon club members
- encourage the excessive consumption of alcohol at any event
- enforce members to participate in any acts of nudity and ensure there are no acts of public nudity
- cause damage, destruction or waste of KCL/KCLSU or public property

- act in a way that many cause offence or be considered violent, threatening or abusive to members or the general public
- undertake any activity which damages the good name of the King's College London or KCLSU or which brings either into disrepute

Discipline procedures

Any acts of misconduct and failure by clubs or activity groups to abide by this code of conduct will be subject to KCLSU's disciplinary policy¹. Any social events that take place on KCLSU property or elsewhere will also be required to abide by KCLSU's Alcohol policy and incidents of misconduct will also be subject to KCLSU's discipline policy.

Disciplinary action may be directed at committee members if they have failed to act responsibly or at a club or activity group. All acts of misconduct will be categorised as minor, moderate and severe and dealt with as outlined in the Disciplinary Policy. This may include, (but not limited to) removal from competition, fines, club/group or member bans or withdrawal of funding grants.

In addition to disciplinary action by KCLSU any allegations of misconduct and/or failure by individual students to abide by this code of conduct may result in referral to the College's Disciplinary Committee under the B3 Misconduct Regulations. Students should be aware that this could have serious implications for their academic progress and results. The College's Disciplinary Committee has the power to suspend and expel students if serious misconduct charges are upheld and any allegation that were upheld could affect academic references in the future.

¹ KCLSU's Disciplinary policy can be found at [kclsu.org](http://www.kclsu.org);
<http://www.kclsu.org/page.asp?section=1225§ionTitle=Our+Governance>