



Participation in any initiation activity or part thereof is completely optional for all members. Whilst recognising initiations primarily as team building social activities, they must allow for all cultural and personal beliefs in which members can opt-out without fear of undue pressure, reprisal or any other discrimination.

Initiations are not forced, exclusive, alcohol-dependant binges, creating an environment of fear. Focus will not be placed on humiliation, drunkenness and peer pressure. Initiation participation is not a prerequisite for selection and inclusion within an Activity Group.

Any member of the Guild responsible for an event based on the above will face disciplinary action, as outlined below.

All initiations must occur at the Guild or on Guild approved premises. If an initiation ceremony takes place somewhere other than the Guild or Guild approved premises this will taken as a breach of this Code of Conduct. The individual who organised the event will consequently be held liable for any incidents which occur.

Activities performed during initiations are subject to LGoS staff agreement, and must be discussed with the relevant manager prior to the event by the Committee.

It is the responsibility of the Activity Group Committee to ensure that any initiated members are able to return to their residence safely.

Breaches in this policy may result in the following action:

- Deratification of the Activity Group
- Suspension of Activity Group's activities
- Suspension of Activity Group Accounts
- Removal of Activity Group convenors
- Removal of individuals from Activity Group

A breach of this Code may also result in the University taking action, in accordance with their regulations.

**Note that all Activity Groups that register with the Guild must adhere to this Code of Conduct.**