

## Union Web Conduct Policy

**Proposer:**

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**Secunder(s):**

**Contributors:**

**Policies affected/related:** Union Web Policy, Union Safe Space Policy

**Policies superseded:**

### 1. Background:

- 1.1. The Union Web Policy delegates the task of setting out a framework for acceptable behaviour to CSPB as clubs and societies are the most frequent users of our online provision
- 1.2. Last year the Safe Space policy was introduced. This policy seeks to extend a similar expectation of a safe space for all our members and staff when interacting with the Union online

### 2. Objectives:

- 2.1. This policy seeks to ensure a level of conduct online that makes interaction with the Union a safe and enjoyable experience online
- 2.2. To achieve this the policy looks to outline both what level of behaviour is expected but also in what situations users can expect that the Union will ensure fair conduct
- 2.3. Enforcement of the policy is left to the Web Policy itself and in extreme circumstances the Union Disciplinary Policy
  - 2.3.1. Users should expect that violation of this policy will be taken extremely seriously and dealt with in a similar manner to complaints covered by the Safe Space Policy

### 3. Situations Covered:

- 3.1. All users interacting with the Union should have an expectation of feeling safe
  - 3.1.1. Any official Union website, e-mail, facebook, twitter or other social media account or page is covered by this including IM services
  - 3.1.2. In addition, conduct on any union mailing list or directly with members about a union event (including club or campaign events) even from an individual email address is included
  - 3.1.3. This means that clubs are responsible for ensuring conduct on their various communication channels
  - 3.1.4. Any other online content that users could reasonably regard as communicating with the Union or an element thereof is also covered

### 4. Acceptable Conduct

- 4.1. As in the safe space policy, behaviour that is unacceptable includes any that could legitimately be perceived by its recipients as:
  - 4.1.1. Sexual Harassment
  - 4.1.2. Discriminatory comments and Behaviour
  - 4.1.3. Abuse and Unwanted attention
  - 4.1.4. Threatening or Violent behaviour or language
- 4.2. We understand that it may be more difficult online to understand the effect of some messages. However, we expect anyone within the Union in a position of responsibility (including Union volunteers such as club committee members) to give due consideration to any communications put out as part of their activities against these criteria as well as common sense.

## Appendices

### A. Definitions

#### A.1. *Sexual Harassment*

A.1.1. In the context of online conduct Sexual Harassment is defined as any of the following behaviours conducted without the consent of the other party (bearing in mind there may be many other parties in receipt of communications):

A.1.1.a. Unwelcome sexual language or innuendo

A.1.1.b. Images or other media of a lewd nature

A.1.1.c. Any repetitive contact that is unwanted and has a sexual or otherwise inappropriately intimate element

#### A.2. *Discriminatory Comments or Behaviour*

A.2.1. Online as elsewhere, all students and staff should be treated equally and not be subject to abuse because of their gender, race, sexual orientation, disability status or any other characteristic particularly those protected under the Equality Act.

A.2.2. A violation of this would include:

A.2.2.a. Written expressions of discrimination e.g. direct insults, chant lyrics, etc.

A.2.2.b. Depiction through any media of physical expressions of discrimination e.g. acts of violence or exclusion or discriminatory dress including offensive slogans and costume such as 'blackface'

#### A.3. *Abuse and Unwanted Attention*

A.3.1. Everyone has the right to visit and work in an environment free of intimidation and abuse. As a Union, we would tolerate no physical or verbal abuse towards anyone in our venues. This includes all aforementioned violations of the policy

A.3.2. Particularly relevant online are the behaviours of 'Spamming', 'Flaming' and other associated behaviours such as 'Trolling' or 'Griefing' all of which will be treated as unacceptable

#### A.4. *Threatening or Violent behaviour or language*

A.4.1. Online, threatening or violent behaviour is less easy to identify.

A.4.2. However, any communication that aims or causes fear of harm (physical or otherwise) in its recipient will be regarded in this context