Glasgow University Sports Association Code of Conduct – Updated May 2021

1. All GUSA members and affiliated clubs are expected to adhere to the following code of conduct when acting as a representative of GUSA. By joining a GUSA affiliated club, students agree to abide by this code of conduct and discipline procedure.

Our expectations of you:

1.1. When acting as a representative of GUSA, members are expected to adhere to applicable health and safety regulations.

1.2. Respect those around you, regardless of their background, identity and beliefs, and avoid all forms of bullying and harassment.

1.3. When at the University of Glasgow all members acting as representatives of GUSA are expected to adhere to all University rules and regulations and to show respect to those that represent GUSA in all matters.

1.4. In competitive environments all GUSA members are expected to play within the spirit of the game, and to adhere to the governing bodies’ rules and regulations.

1.4.1. Use of performance enhancing drugs for competition is strictly prohibited.

1.5. All persons travelling away are expected to uphold the reputation of the University of Glasgow, and Glasgow University Sports Association.

1.6. All persons travelling away must adhere to the home institution’s rules and regulations as well as the Code of Student Conduct of the University of Glasgow.

1.7. The Glasgow University Sports Association (GUSA) is committed to the responsible consumption of alcohol within Glasgow University. In alignment with the healthy body healthy mind principle, GUSA does not condone the irresponsible consumption of alcohol within any GUSA events or sports clubs.

1.8. GUSA recognise that the consumption of alcohol is a part of the “university experience” for many students and indeed a regular part of sports culture however, this consumption need not be excessive, cause harm to student members or cause disrepute to the organisation. GUSA recognise the need to encourage safer drinking habits amongst the student population and have adopted the BUCS initiation policy (see appendix)

1.9. GUSA does not condone the misuse or abuse of alcohol and is committed to reducing the risks associated with alcohol use within the GUSA community. Any infringements on GUSA policy may be subject to a disciplinary hearing if deemed appropriate by GUSA President & UofG Sport
No student should be subject to any form of ‘initiation’ activity as a means of gaining entry or acceptance to a sports club or society.

1.10. All GUSA club related activity is subject to the GUSA code of conduct irrespective of the location of the club activity. i.e. social events, venues etc.

2. What happens if you breach this code?

The GUSA Constitution states that the GUSA Council have the powers to:

2.1. Initiate disciplinary procedures including suspension from GUSA and/or disaffiliation in the event that it is alleged that any Member(s) or Club of the Association have engaged in any misconduct contrary to the interests of the Association or of any other behaviour unbecoming to a Member of the Association or breach of this Constitution, subject always to the right of appeal against a disciplinary penalty.

2.2. Refer more serious matters of misconduct to the University for action under its code of student conduct.

2.3. GUSA reserves the right to discipline its members and affiliated clubs according to the following procedure

2.4. In the first instance the Club Committee will investigate any alleged disciplinary incidents and, where misconduct is established, either impose an appropriate penalty or, if there is evidence of a breach of the University Code of Student Conduct, refer the matter to the Senior Senate Assessor for Student Conduct via the Senate Office.

2.5. If the club committee cannot resolve the incident, the GUSA President is empowered to investigate any alleged disciplinary incident. If the GUSA President concludes that there is, prima facie, a breach of the GUSA code of conduct, the GUSA President will then form of a Disciplinary Committee. The committee shall consist of:

- The GUSA President.
- The Sport Development Manager.
- Appropriate staff member within UofG Sport or GUSA Senior Council member who would be a member of staff at the university.

2.6. The GUSA Disciplinary Committee will decide as to whether the individual, team, or club is guilty of misconduct and will determine what, if any, penalty is to be applied, or if there is evidence of a breach of the University Code of Student Conduct, refer the matter to the Senior Senate Assessor for Student Conduct via the Senate Office.

2.7. If an Appeal is made against the decision of the GUSA Disciplinary Committee, the Appeal will be heard by the GUSA Council. The Council may uphold or reject the Appeal or, if it determines that there is evidence of a breach of the University Code of Student Conduct, refer the matter to the Senior Senate Assessor for Student Conduct via the University Senate Office.

2.8. If an Appeal is made against the decision of the GUSA Council, the matter will be referred to the Senior Senate Assessor for Student Conduct via the Senate Office for final consideration.
2.9. The University Senate office will advise the individual or team of their rights of appeal beyond 2.5 above.

3.0. Alcohol, Illicit substances, and Initiations

3.1. Engagement in anti-social behaviour; verbally or physically by any student whilst under the influence of alcohol or illicit substances does not serve as an acceptable excuse to any allegations made and will not mitigate any penalties imposed on the individual or club.

3.2. Where a report of alleged misconduct is made known to GUSA by either GUU or QMU regarding unacceptable behaviour of a GUSA member whilst intoxicated, GUSA reserves the right to conduct a formal disciplinary hearing which may lead to additional penalties not already imposed by either union.

3.3. Affiliated sports clubs within GUSA must at all times act to uphold the reputation of the GUSA whether on campus or an alternative venue – this includes visits to other university establishment e.g. away fixtures.

3.4. Students who are already intoxicated must not be encouraged, coerced, or forcibly made to consume more alcohol or other substances.

3.5. Where a student has required medical treatment due to alcohol/drug consumption, they must be accompanied by a responsible person. Any occurrences of this nature must be reported to the GUSA President.

3.6. Any GUSA registered drivers must not consume any alcohol or other illicit substances prior to driving to a GUSA event or whilst using a GUSA minibus. Blood alcohol levels must comply with all legal requirements whilst conducting any driving on behalf of a GUSA event or sports club. No alcohol is permitted onto the vehicle. GUSA reserve the right to impose a temporary suspension of GUSA licenses and refer cases to the university senate or police for further investigation.

3.7. The designated driver supervisor of a vehicle reserves the power to refuse passengers on board. Members of the vehicle can also refuse to ride in a vehicle if they deem the driver to be unsafe. This must be reported to GUSA president as soon as possible. Disciplinary action will be taken against any student who is reported by the designated driver or any driver deemed to have been driving under the influence of alcohol. Any infractions can lead to a temporary or permanent ban to minibus access for the club.

3.8. An initiation or other associated terminology reflecting ‘initiations’ such as “hazing” is an event in which prospective or current members of a club are expected to perform any activity as a means of gaining credibility, status or entry into that club. The peer pressure is normally (though not explicitly) exerted on first year members or members new to that particular club and may involve the consumption of alcohol, eating concoctions of various food stuffs, nudity and any behaviour that may be deemed humiliating. The following guidelines are in place to protect the students: Initiations are banned within GUSA clubs.

3.9. Members of GUSA Clubs will not apply what may be perceived as peer pressure upon individuals in any social situation. This also extends to any activity deemed as “club tradition”

3.10. Club committees are charged with the welfare of all student members engaging in activities run by their club and as such, they must take all necessary measures to ensure that a welcoming and
safe environment is fostered for all club activity. Failure to comply could lead to disciplinary action being taken against the responsibility for all club related activity lies with the committee.

3.11. Any and all members of club committees should report any instances of initiations to the GUSA committee and/or through the BU8 initiations reporting tool: https://www.bucs.org.uk/report-an-initiation.html

4. Breaches of Code of Conduct & Sanction Levels

Any breach in this policy may result in a GUSA disciplinary hearing, carried out by the GUSA Disciplinary Committee. Details of the Disciplinary Committee can be found above. In less severe cases the GUSA President & Club Sport Development Manager with support from a further member of staff where necessary will determine if any formal disciplinary action should be pursued. Any breach of the procedure will be classified into different sanction levels and the punishment will align with the severity of the offence.

4.1. – Sanction Levels

Level 1 = Sanction which can be dealt with within the club governance process but may be referred to GUSA for support e.g., conflict within club, one-off instances of bullying etc.

Level 2 = Sanction which will be dealt with by GUSA and UoF Sport due to more severe consequences for the club e.g. committee misconduct, repeated instances of bullying/harm.

Level 3 = Sanctions which will be referred to the University Senate due to a breach of the student code of conduct or complexity of the case e.g., reports of sexual harassment, racism, repeated harassment.

Level 4 = Any criminal offense should be reported to the police with support from GUSA and the University e.g., violent assault, sexual harassment, cyber-bullying.

4.2. Potential Sanctions which GUSA may carry out but are not limited to include:

- £100 club fine
- Individual suspension from BUSe/SSS competition
- Team suspension from BUSe/SSS competition
- Individual expulsion from GUSA / UoF Sport
- Disaffiliation of team/club from GUSA. Any club which is disaffiliated will need to follow the full process of reapplication to GUSA and are not guaranteed reaffiliation unless deemed appropriate by the sitting committee at the time.
- Lifetime Ban from GUSA / UoF Sport which can only be lifted subject to a successful appeal process irrespective of years spent at University.


5.1. GUSA reserves the right to provide equal and fair to support to all parties involved in alleged misconduct and will provide appropriate signposting resources and referrals where required pending investigation of alleged misconduct.

5.2. Prior to any confirmed misconduct, GUSA, with the support of UoF Sport, may recommend an appropriate course of action to clubs or individuals e.g., suspension pending investigation however,
without appropriate proof and a full conduct procedure having taken place, GUSA cannot impose any sanctions.

6.0. Appendices

6.1. BUCS Alcohol and Initiations Policy:  


6.3. GUSA Equality and Diversity Policy:  https://www.gla.ac.uk/media/Media_294844_smxx.pdf
6.4. Levels of Reporting Diagram with Examples

**Club Committee**
( Level 1 Sanctions )
- Captain
- Treasurer
- Secretary
- Welfare

**GUSA Disciplinary Committee**
(Level 2 Sanctions and potential for Senate Referral)
- GUSA President
- UofG Club Sport Development Manager
- UofG Staff Member

**University Senate**
( Level 3 Sanctions )
- University Senate

**Police Scotland**
(Level 4 Sanctions – Criminal Investigation)
- Police Scotland

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**Including but not limited to:**
- Bullying
- Harassment
- Conflict with other members
- Team Selection
- Support required for escalation to GUSA

**Including but not limited to:**
- Repeated bullying & harassment
- Allegations against a committee member
- Victimisation
- Discrimination
- Inadequate resolution by club committee
- Support required for escalation to senate

**Including but not limited to:**
- Severe bullying & harassment
- Allegations against a member of staff or GUSA
- Sexual Harassment
- Racism and Victimisation
- Inadequate resolution by GUSA disciplinary
- Support required for criminal proceedings

**Including but not limited to:**
- Any criminal offence
- Sexual Harassment
- Physical Assault
- Cyber Bullying